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Questions?: Contact Ed Holland, Iowa Department of Personnel at (515) 242-6143

at least a college education, while others require post-graduate degrees. In March of 1999, the U.S. Census Bureau found that median earnings on the national level vary by educational attainment and, on average, an individual with a Bachelor's degree had annual earnings of \$44,198, while individuals with a Master's degree earned \$52,248 a year.

Since the first "Just the Facts" in FY 2000, Recruitment, Retention and Performance bonuses have all been drastically reduced. Performance bonuses, for example, have been reduced by almost 60% from FY 2000 across all Executive Branch Departments.

Executive Branch employees earned 63,187 days of overtime in Fiscal Year 2002, valued at \$12,609,371. Of the 63,187 days of overtime worked, 85.5% of these days were worked in three departments, Human Services, Transportation, and Corrections. Since the first "Just the Facts" in FY 2000, overtime has been reduced by over 45% from FY 2000 across all Executive Branch Departments. In FY 2000, The average amount of overtime worked for employees in Human Services, Transportation, and Corrections, when aggregated, was 8.66 days per state employee. In FY 2002, the number of days per employee has dropped to 4.85 days.

Chapter 3: Equal Employment

The State of Iowa is committed to equal opportunity in employment and ensuring that the State's employment practices are nondiscriminatory. Both the percentage of the Executive Branch workforce that is of a racial/ethnic minority and the percentage that is female are greater than the percentages found in Iowa's available labor force (1990 Census information.) At the same time, the number of Executive Branch full-time employees who are female, of a racial/ethnic minority, or who have a disability has remained relatively static or decreased over the past seven years. Over one-third of both female and racial/ethnic minority employees are found in professional job classes.

In the future, the State will need to explore a more diverse range of sources for applicants in order to remain competitive in the recruitment marketplace. Eighty-five percent of the net growth of the nation's labor force during the 1990s came from people of color, immigrants, and women. During the last five years, Iowa has received approximately 4,900 nonrefugee immigrants and more than 7,000 refugees. The number of racial/ethnic minorities in Iowa is estimated to have increased 25% during the 1990s and, in fact, may have actually doubled by the time Census 2000 numbers are released. The U.S. Census Bureau projects that racial/ethnic minorities will make up 8.9% of Iowa's population by 2025.

Persons with disabilities also represent a relatively untapped source of labor. Sixty-six percent of all persons with a disability in the U.S. are either unemployed or underemployed. In Iowa, this would mean approximately 87,000 Iowans.

The aging of the baby boomers may also result in a new labor pool to be tapped. While there will be a greater number of workers retiring, and retiring earlier, this is likely to increase the number of people interested in part-time employment and second careers.

Chapter 4: Leave

Employees earned 435,811 days of vacation with a value of \$65,866,576 and took 411,964 days of vacation valued at \$62,328,951. This is approximately 21.74* of vacation days taken per full-time employee.

Employees used 167,429 days of regular sick leave, valued at \$24,597,892, during FY 2002. This is about 8.8* days per full-time employee. This was less than half of the total 365,907 days of total sick leave earned, valued at \$52,911,518.

* These figures are slightly inflated due to the fact that a small portion of these vacation and sick leave hours are attributed to permanent part-time employees not included in the average.

Chapter 5: Benefits

Health care costs and utilization continue to rise nationwide, and employees continue to ask for more flexibility in the benefits they receive. Over 43% of health contract holders in the Executive Branch were in Wellmark's Program 3 Plus health plan. The employee premium share of family coverage for this plan has risen approximately 65% since FY 1995. The employer premium share of family coverage for this plan has more than doubled during the same period.

Chapter 6: Employee Mobility

Many factors affect employee mobility: growth or decline in the number of state jobs, the availability of funding, the dynamics of state programs, types of occupations, geographical location of jobs, the characteristics of state employees themselves, external labor market conditions, and the availability of other employment.

The Executive Branch new hire rate has decreased from 3.7% in FY 1995 to 3.4% in FY 2002. The Executive Branch turnover rate has increased from 6.1% in FY 1995 to 10.4% in FY 2002. By comparison, according to Human Resource Management, Ninth Edition, 1999, most organizations' turnover rates average about 16% per year.

A three-year average shows that over 54% of employees who voluntarily left the Executive Branch were with the State for less than three years. This, along with the fact that by FY 2011, it has been estimated that over 33% of the current workforce will have reached retirement eligibility, makes it imperative that workforce planning be a part of the strategic planning process.

Chapter 7: Age & Years of Service

The State's workforce continues to age. During the past five years the number of employees in the 50-54 age group increased 24%, while the number of employees in the 30-34 age group has decreased by 22%. At the end of FY 2002, the average age of the 18,953 full-time permanent employees working in the Executive Branch was 45.45 years old and the average time worked for the State was 13.27 years. These figures are generally comparable when broken down by gender and racial/ethnic minority status. Again, findings support the need for departments to strategically plan for the future, as over 55% of the workforce generally, and over 71% of supervisors, are over 45 years of age.

Chapter 8: Collective Bargaining

The majority (65%) of the 18,953 full-time permanent Executive Branch employees are in positions covered by the American Federation of State, County, and Municipal Employees (AFSCME), Iowa Council 61. Employees covered by the AFSCME collective bargaining agreement earn an average annual salary of \$36,373 (up a total of 31.3% from FY 1995). Employees covered by the State Police Officers Council (SPOC) collective bargaining

agreement earn an average annual salary of \$45,299 (up a total of 31.2% from FY 1995). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP) collective bargaining agreement earn an average annual salary of \$39,931 (up a total of 32.6% from FY 1995).

Employees covered by the AFSCME collective bargaining agreement are, on average, 45.58 years old and have been employed in the Executive Branch for 12.78 years. Employees covered by the SPOC collective bargaining agreement are, on average, 37.83 years old and have been employed in the Executive Branch for 12.74 years. Employees covered by the UE/IUP collective bargaining agreement are, on average, 44.24 years old and have been employed in the Executive Branch for 12.73 years.

Conclusion

The Department of Personnel has published “Just the Facts 2002,” an almanac on the Executive Branch workforce, for two primary reasons. First, to assist state decision makers in preparing for the future. Thorough strategic planning is requisite to state government’s future ability to provide quality products and services. Second, the Almanac is intended to function as an historical source of workforce data that can be used for comparative purposes as the workforce continues to change.

The information in this Almanac represents a static snapshot of our greatest resource— our employees. However, the workforce is not a static asset. Continuous workforce planning and management of our human capital are essential to future success.

Executive Branch Full-Time Employees

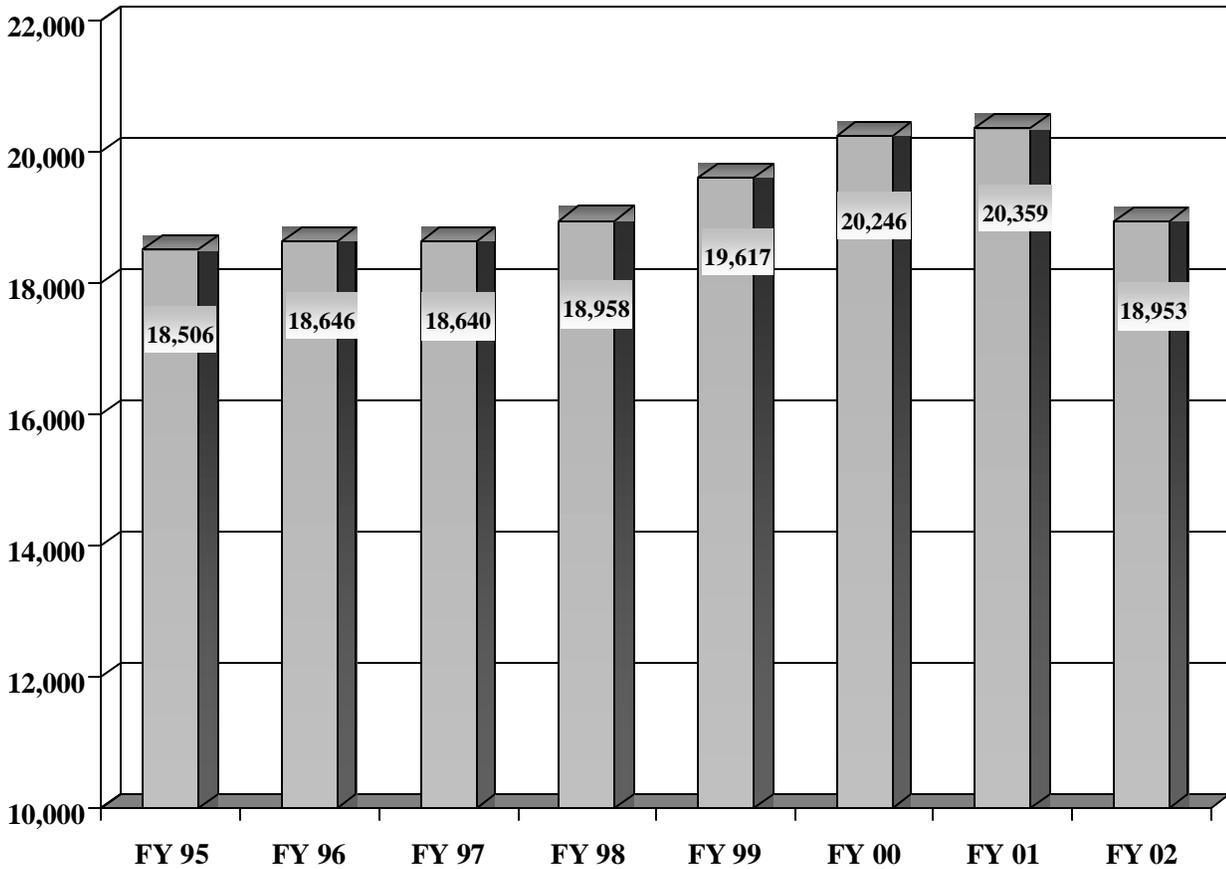
DEPARTMENT	FY 95	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02
AGRICULTURE	421	435	428	425	424	440	432	381
AUDITOR	100	119	122	120	125	128	117	101
BLIND	91	91	92	91	90	99	100	95
CIVIL RIGHTS	29	27	29	28	35	32	36	35
COLLEGE AID	37	36	37	32	35	35	35	36
COMMERCE	331	327	322	315	319	316	314	293
CORRECTIONS	1,937	2,092	2,323	2,605	2,815	3,069	3,074	2,863
CULTURAL AFFAIRS	71	72	74	83	88	85	83	70
ECONOMIC DEVELOPMENT	163	158	134	137	143	185	190	201
EDUCATION	600	595	588	590	600	591	613	612
ELDER AFFAIRS	27	25	28	25	27	26	31	29
ETHICS/CAMPAIGN DISCLOSURE	8	8	8	8	8	8	8	5
GENERAL SERVICES	343	336	311	202	212	212	206	174
GOVERNOR'S OFFICE	41	46	42	36	41	47	47	44
HUMAN RIGHTS	48	45	44	43	47	48	52	51
HUMAN SERVICES	5,504	5,327	5,176	5,172	5,320	5,428	5,477	5,136
INFORMATION TECHNOLOGY	*	*	*	137	137	144	136	113
INSPECTIONS AND APPEALS	368	390	424	437	449	468	481	456
IOWA COMMUNICATIONS NTWRK	11	38	44	70	88	93	99	97
IOWA PUBLIC TELEVISION	113	121	124	129	139	135	129	123
JUSTICE	183	183	194	197	204	208	218	210
LAW ENFORCEMENT ACADEMY	23	24	27	26	31	29	31	30
MANAGEMENT	27	33	32	31	27	31	30	27
NATURAL RESOURCES	748	770	791	797	803	836	864	853
PAROLE	10	10	9	11	10	12	12	11
PERSONNEL	133	138	133	144	144	159	159	148
PUBLIC DEFENSE	214	221	222	223	265	276	294	306
PUBLIC EMPLOYMENT RELATIONS	12	12	12	12	12	12	12	9
PUBLIC HEALTH	280	280	278	309	329	346	373	372
PUBLIC SAFETY	830	867	886	891	916	943	946	898
REVENUE AND FINANCE	600	608	592	572	567	566	560	491
SECRETARY OF STATE	37	36	36	40	38	40	41	30
TRANSPORTATION	3,518	3,550	3,444	3,426	3,562	3,569	3,533	3,139
TREASURER	24	24	23	20	20	21	21	24
VETERAN'S AFFAIRS	695	721	719	710	697	762	754	733
WORKFORCE DEVELOPMENT	929	881	892	864	850	847	851	757
GRAND TOTALS	18,506	18,646	18,640	18,958	19,617	20,246	20,359	18,953

* Department not in existence at the time.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

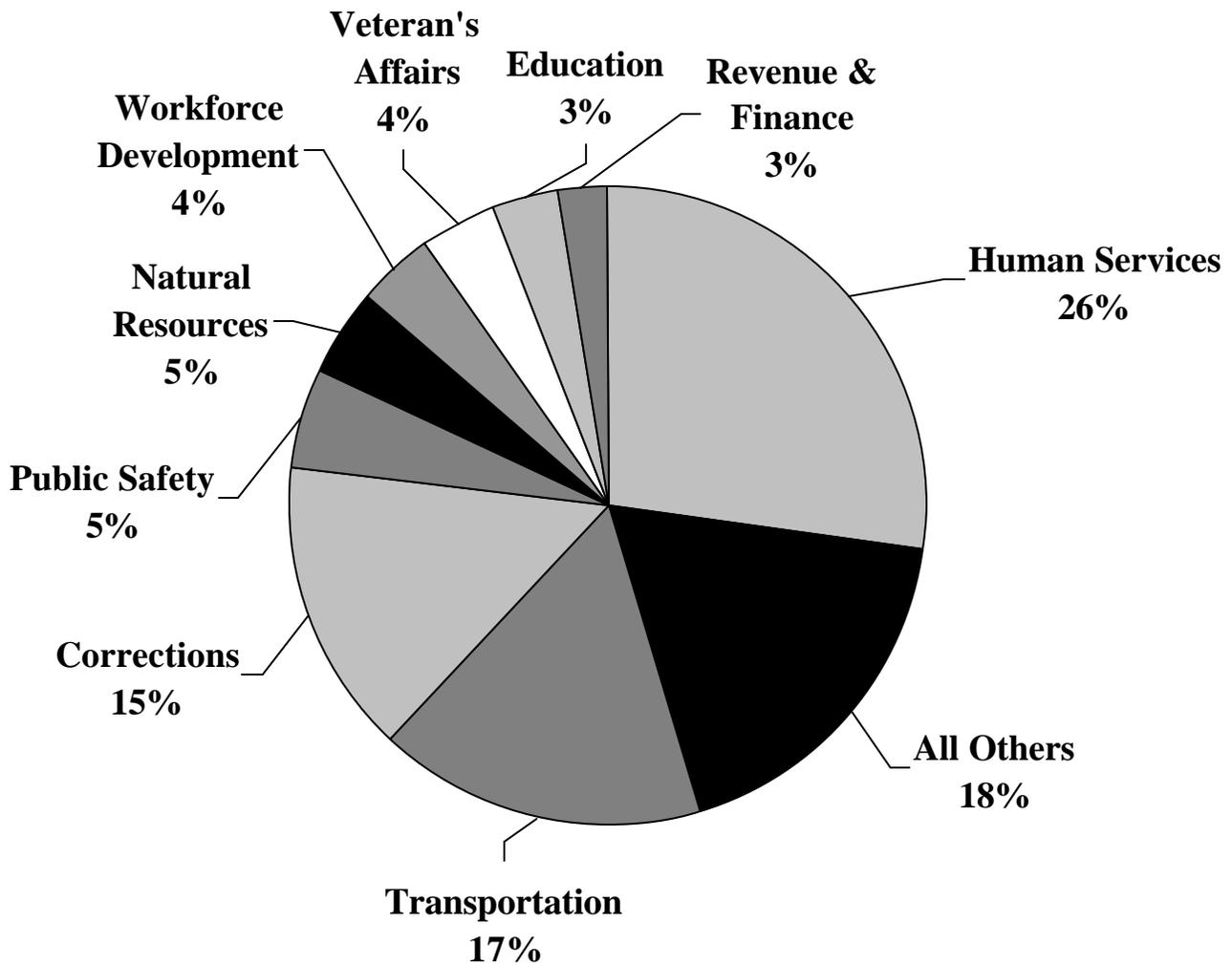
Executive Branch Full-Time Employees by Fiscal Year



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employee Percentages by Department, Fiscal Year 2002



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employees by Work County

COUNTY	FY95	FY96	FY97	FY98	FY99	FY00	FY01	FY02
	14	15	14	14	10	13	15	9
ADAIR	26	28	11	13	12	28	28	33
ADAMS	12	12	7	9	10	11	10	9
ALLAMAKEE	31	28	30	29	32	34	37	32
APPANOOSE	48	51	49	47	45	46	45	39
AUDUBON	7	8	8	9	8	8	7	3
BENTON	37	38	39	37	37	37	32	37
BLACK HAWK	384	388	391	392	396	393	434	407
BOONE	804	705	664	664	691	701	702	687
BREMER	27	26	25	25	28	27	27	29
BUCHANAN	403	395	376	366	389	397	393	366
BUENA VISTA	55	54	54	54	54	55	55	51
BUTLER	29	28	28	28	27	28	28	24
CALHOUN	120	119	117	120	126	133	132	118
CARROLL	47	47	90	92	93	91	90	84
CASS	117	113	117	116	112	108	106	100
CEDAR	30	29	30	28	28	26	30	21
CERRO GORDO	211	217	214	210	207	218	226	209
CHEROKEE	355	327	287	280	278	285	286	273
CHICKASAW	45	46	42	38	38	42	43	34
CLARKE	67	68	64	92	124	126	107	95
CLAY	79	77	77	73	71	70	70	78
CLAYTON	36	37	37	38	35	37	31	30
CLINTON	83	87	90	84	79	82	86	81
CRAWFORD	78	74	67	65	63	62	59	45
DALLAS	48	47	47	47	48	47	48	50
DAVIS	19	18	20	17	17	17	18	18
DECATUR	29	28	28	28	29	27	29	26
DELAWARE	80	78	79	80	81	81	84	74
DES MOINES CTY	109	110	107	109	109	102	107	97
DICKINSON	34	35	34	32	34	33	40	43
DUBUQUE	164	168	165	162	164	162	165	166
EMMET	21	21	21	23	22	22	23	20
FAYETTE	66	65	60	58	56	55	55	57
FLOYD	40	38	32	31	35	34	35	29
FRANKLIN	25	23	24	26	23	24	24	22
FREMONT	23	21	18	23	22	23	24	18
GREENE	33	35	33	32	31	30	28	27
GRUNDY	9	8	8	8	9	11	12	11
GUTHRIE	25	29	40	40	42	29	30	23
HAMILTON	47	46	46	45	45	39	43	32
HANCOCK	28	28	29	29	25	27	25	22
HARDIN	220	220	218	220	223	243	241	233
HARRISON	34	38	37	37	37	38	34	30
HENRY	421	423	418	437	484	518	518	487
HOWARD	9	10	10	11	11	11	10	2
HUMBOLDT	12	15	14	14	14	13	12	7
IDA	9	10	10	11	11	12	10	8
IOWA	30	30	31	31	33	30	29	27
JACKSON	50	51	48	48	48	48	50	49

NOTE: County #0 indicates employees work assignment outside Iowa.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employees by Work County cont.)

COUNTY NAME	FY95	FY96	FY97	FY98	FY99	FY00	FY01	FY02
JASPER	158	171	376	414	422	435	427	391
JEFFERSON	68	68	72	76	72	77	78	76
JOHNSON	485	490	495	508	523	523	524	490
JONES	405	407	406	419	446	445	437	410
KEOKUK	19	19	21	20	17	18	19	20
KOSSUTH	27	28	28	28	29	29	30	29
LEE	547	544	552	559	554	570	587	557
LINN	493	492	491	499	489	493	494	423
LOUISA	15	17	18	19	15	18	20	16
LUCAS	59	57	59	59	56	58	64	52
LYON	20	20	18	15	17	18	18	16
MADISON	13	14	14	14	13	14	13	8
MAHASKA	45	43	42	43	39	36	39	35
MARION	40	42	40	39	41	40	38	39
MARSHALL	783	810	808	800	786	850	837	812
MILLS	900	867	815	839	859	875	857	850
MITCHELL	9	11	11	10	10	8	8	8
MONONA	30	29	29	28	28	27	28	26
MONROE	22	22	18	20	20	20	20	14
MONTGOMERY	47	34	43	40	41	40	41	36
MUSCATINE	61	65	63	63	72	75	72	70
O'BRIEN	26	29	30	28	30	28	27	25
OSCEOLA	12	11	10	11	12	12	9	3
PAGE	315	399	406	422	439	442	444	408
PALO ALTO	16	17	16	16	17	17	19	13
PLYMOUTH	29	31	30	31	32	31	33	31
POCAHONTAS	15	15	15	16	16	16	16	14
POLK	5,980	6,104	6,178	6,217	6,445	6,724	6,833	6,338
POTTAWATTAMIE	287	285	291	285	291	282	295	284
POWESHIEK	41	40	42	39	37	34	31	29
RINGGOLD	18	16	17	16	18	17	17	16
SAC	24	25	26	24	24	24	23	23
SCOTT	332	325	322	306	312	312	326	313
SHELBY	24	20	20	19	20	21	22	13
SIoux	26	25	24	22	23	25	25	25
STORY	1,228	1,269	1,197	1,223	1,308	1,300	1,256	1,126
TAMA	136	144	136	142	158	163	155	148
TAYLOR	16	26	15	15	15	16	15	15
UNION	65	67	67	66	71	67	65	59
VAN BUREN	17	19	16	19	20	18	16	11
WAPELLO	197	195	146	139	143	147	157	143
WARREN	44	42	42	42	44	42	43	37
WASHINGTON	53	55	53	52	56	55	56	53
WAYNE	11	12	12	12	8	9	9	7
WEBSTER	140	141	141	299	393	525	525	496
WINNEBAGO	19	20	18	20	21	18	18	12
WINNESHIEK	59	59	59	58	61	63	61	59
WOODBURY	365	361	355	355	375	401	403	370
WORTH	15	16	15	13	15	14	15	13
WRIGHT	20	16	17	17	18	20	21	19
TOTALS	18,506	18,646	18,640	18,958	19,617	20,246	20,359	18,953

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employees by Work County, Fiscal Year 2002



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employees by EEO-4 Category, Fiscal Year 2002

DEPARTMENT	EEO-4 Category 1 Official / Administrator	EEO-4 Category 2 Professional	EEO-4 Category 3 Technician	EEO-4 Category 4 Protective Service	EEO-4 Category 5 Paraprofessional	EEO-4 Category 6 Admin Support	EEO-4 Category 7 Skilled Craft	EEO-4 Category 8 Service Maintenance
AGRICULTURE	28	86	134	0	11	121	0	1
AUDITOR	8	86	1	0	0	5	0	0
BLIND	5	47	3	0	13	17	9	1
CIVIL RIGHTS	6	24	0	0	1	4	0	0
COLLEGE AID	7	8	2	0	14	5	0	0
COMMERCE	55	173	10	0	17	37	1	0
CORRECTIONS	78	469	33	1,718	36	179	195	155
CULTURAL AFFAIRS	8	37	6	0	6	9	0	4
ECONOMIC DEVELOPMENT	42	100	7	0	21	25	0	6
EDUCATION	31	326	92	0	13	141	5	4
ELDER AFFAIRS	10	11	2	0	2	4	0	0
ETHICS/CAMPAIGN DISCLOSURE	1	2	0	0	0	2	0	0
GENERAL SERVICES	14	36	5	0	7	21	26	65
GOVERNOR'S OFFICE	16	5	3	0	13	2	0	3
HUMAN RIGHTS	9	31	3	0	4	4	0	0
HUMAN SERVICES	131	1,732	850	205	1,248	647	120	203
INFORMATION TECHNOLOGY	24	78	2	0	0	9	0	0
INSPECTIONS AND APPEALS	31	330	6	0	13	76	0	0
IOWA COMMUNICATIONS NTWK	24	52	10	0	5	6	0	0
IOWA PUBLIC TELEVISION	16	51	34	0	6	16	0	0
JUSTICE	17	152	0	0	9	31	0	0
LAW ENFORCEMENT ACADEMY	2	17	0	1	0	8	2	0
MANAGEMENT	8	16	0	0	1	2	0	0
NATURAL RESOURCES	76	413	178	121	16	44	3	2
PAROLE	4	4	0	0	1	2	0	0
PERSONNEL	17	90	19	0	9	13	0	0
PUBLIC DEFENSE	25	63	14	92	16	14	49	33
PUBLIC EMPLOYMENT RELATIONS	2	4	0	0	0	3	0	0
PUBLIC HEALTH	58	208	6	0	33	67	0	0
PUBLIC SAFETY	20	89	24	627	17	121	0	0
REVENUE AND FINANCE	53	295	21	0	3	117	0	2
SECRETARY OF STATE	7	4	0	0	7	11	0	0
TRANSPORTATION	138	603	636	113	27	363	1,214	45
TREASURER	6	9	1	0	2	5	0	0
VETERAN'S AFFAIRS	18	163	94	4	268	59	22	105
WORKFORCE DEVELOPMENT	42	550	58	0	15	89	0	3
GRAND TOTALS	1,037	6,364	2,254	2,881	1,854	2,279	1,646	632

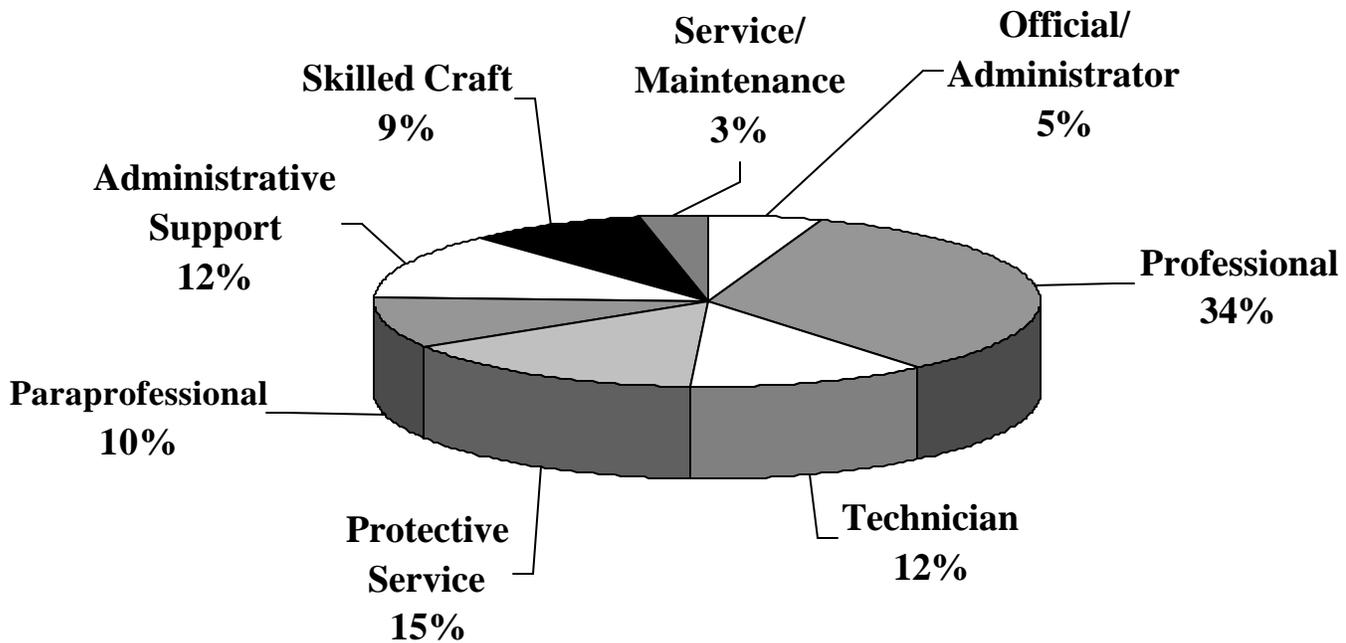
NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2002



NOTE: Percentages are rounded.

NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Part-Time Employees by Department

DEPARTMENT	FY95	FY96	FY97	FY98	FY99	FY00	FY01	FY02
AGRICULTURE	15	2	1	0	0	6	0	0
AUDITOR	2	2	2	2	1	1	1	1
BLIND	0	0	0	0	1	1	0	0
CIVIL RIGHTS	0	0	0	0	1	1	1	1
COLLEGE AID	0	0	0	0	0	0	0	0
COMMERCE	10	9	9	8	9	9	6	6
CORRECTIONS	6	7	6	6	8	8	11	11
CULTURAL AFFAIRS	0	0	0	2	1	3	3	3
ECONOMIC DEVELOPMENT	2	2	2	2	2	1	1	1
EDUCATION	4	4	5	0	0	0	4	4
ELDER AFFAIRS	0	0	0	0	0	0	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	1
GENERAL SERVICES	6	2	5	4	4	4	3	2
GOVERNOR'S OFFICE	1	0	0	0	0	0	0	0
HUMAN RIGHTS	3	2	1	0	0	0	0	0
HUMAN SERVICES	66	68	61	58	55	56	55	40
INFORMATION TECHNOLOGY	*	*	*	0	0	0	0	0
INSPECTIONS AND APPEALS	38	28	21	22	21	21	20	20
IOWA COMMUNICATIONS NTKW	0	0	0	1	1	0	0	0
IOWA PUBLIC TELEVISION	0	0	0	0	0	0	2	1
JUSTICE	2	3	1	2	2	0	5	4
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	0	0
MANAGEMENT	1	0	1	0	0	0	0	0
NATURAL RESOURCES	25	23	24	22	21	22	4	3
PAROLE	6	6	6	6	5	5	4	4
PERSONNEL	1	1	2	1	1	1	1	2
PUBLIC DEFENSE	1	1	1	1	2	2	3	1
PUBLIC EMPLOYMENT RELATIONS	1	1	1	1	0	0	0	0
PUBLIC HEALTH	0	0	0	0	0	0	0	0
PUBLIC SAFETY	5	3	2	2	2	2	3	3
REVENUE AND FINANCE	1	1	1	4	2	2	4	3
SECRETARY OF STATE	0	0	0	0	2	2	1	0
TRANSPORTATION	57	52	54	47	46	41	39	26
TREASURER	1	1	1	1	1	1	1	1
VETERAN'S AFFAIRS	41	49	55	56	62	109	109	112
WORKFORCE DEVELOPMENT	15	18	15	13	10	8	7	7
GRAND TOTALS	310	285	277	261	260	306	288	258

* Department not in existence at the time.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Temporary Employees by Department

DEPARTMENT	FY95	FY96	FY97	FY98	FY99	FY00	FY01	FY02
AGRICULTURE	24	30	28	30	25	34	16	16
AUDITOR	0	2	0	0	0	0	3	0
BLIND	0	0	0	0	1	3	3	4
CIVIL RIGHTS	0	0	0	0	0	0	0	0
COLLEGE AID	0	0	0	0	0	0	0	0
COMMERCE	2	5	4	0	4	6	2	3
CORRECTIONS	6	3	4	6	28	30	36	25
CULTURAL AFFAIRS	3	4	4	6	9	8	13	5
ECONOMIC DEVELOPMENT	17	21	18	13	14	14	13	7
EDUCATION	8	7	7	7	9	6	7	5
ELDER AFFAIRS	0	0	0	0	0	0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
GENERAL SERVICES	1	0	1	1	2	0	0	1
GOVERNOR'S OFFICE	0	1	0	2	0	4	2	3
HUMAN RIGHTS	1	1	2	0	1	0	3	3
HUMAN SERVICES	38	48	49	65	109	88	76	61
INFORMATION TECHNOLOGY	*	*	*	0	2	3	0	2
INSPECTIONS AND APPEALS	15	22	27	22	29	29	27	33
IOWA COMMUNICATIONS NTWK	0	0	0	0	2	1	0	3
IOWA PUBLIC TELEVISION	1	0	0	4	48	36	32	28
JUSTICE	7	2	4	6	10	6	6	3
LAW ENFORCEMENT ACADEMY	2	3	2	3	3	5	4	4
MANAGEMENT	0	1	1	1	2	4	2	1
NATURAL RESOURCES	414	432	431	441	489	444	511	336
PAROLE	0	0	0	0	2	4	2	4
PERSONNEL	0	1	1	1	7	8	0	3
PUBLIC DEFENSE	0	18	14	52	53	33	44	45
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	1	1	3	6	13	33	46	41
PUBLIC SAFETY	14	31	34	34	44	54	46	3
REVENUE AND FINANCE	171	181	184	170	140	119	94	70
SECRETARY OF STATE	1	6	7	2	2	4	6	1
TRANSPORTATION	612	371	555	568	581	537	188	134
TREASURER	2	2	4	3	5	2	2	3
VETERAN'S AFFAIRS	25	24	31	29	33	54	52	65
WORKFORCE DEVELOPMENT	55	10	20	26	23	24	61	96
GRAND TOTALS	1,420	1,227	1,435	1,498	1,690	1,593	1,297	1,008

* Department not in existence at the time.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2002

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
AGRICULTURE	0	\$0.00	0	\$0.00	0	\$0.00	1	\$750.00
AUDITOR	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BLIND	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CIVIL RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
COLLEGE AID	0	\$0.00	1	\$2,500.00	2	\$1,439.20	0	\$0.00
COMMERCE	0	\$0.00	0	\$0.00	5	\$16,669.60	5	\$8,900.00
CORRECTIONS	0	\$0.00	0	\$0.00	0	\$0.00	2	\$7,403.20
CULTURAL AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ECONOMIC DEVELOPMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
EDUCATION	0	\$0.00	1	\$5,070.00	2	\$4,000.00	1	\$500.00
ELDER AFFAIRS	0	\$0.00	0	\$0.00	1	\$1,400.00	0	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GENERAL SERVICES	0	\$0.00	1	\$2,007.20	0	\$0.00	1	\$750.00
GOVERNOR'S OFFICE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
HUMAN RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
HUMAN SERVICES	0	\$0.00	0	\$0.00	5	\$62,763.56	0	\$0.00
INFORMATION TECHNOLOGY	0	\$0.00	5	\$21,354.41	8	\$22,510.10	0	\$0.00
INSPECTIONS AND APPEALS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA COMMUNICATIONS NTWK	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA PUBLIC TELEVISION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
JUSTICE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LAW ENFORCEMENT ACADEMY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
MANAGEMENT	0	\$0.00	0	\$0.00	2	\$7,326.20	1	\$1,900.00
NATURAL RESOURCES	1	\$150.40	1	\$1,200.00	6	\$41,100.00	5	\$5,843.81
PAROLE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PERSONNEL	1	\$229.60	1	\$500.00	1	\$2,000.00	1	\$3,000.00
PUBLIC DEFENSE	1	\$62.40	2	\$10,480.00	1	\$2,366.00	75	\$131,364.85
PUBLIC EMPLOYMENT RELATIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC HEALTH	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,479.36
PUBLIC SAFETY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
REVENUE AND FINANCE	0	\$0.00	0	\$0.00	2	\$2,792.80	0	\$0.00
SECRETARY OF STATE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TRANSPORTATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TREASURER	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
VETERANS AFFAIRS	0	\$0.00	0	\$0.00	6	\$95,047.77	0	\$0.00
WORKFORCE DEVELOPMENT	0	\$0.00	0	\$0.00	0	\$0.00	2	\$2,450.00
GRAND TOTALS	3	\$442.40	12	\$43,111.61	41	\$259,415.23	95	\$165,341.22

NOTE: Employees receiving bonuses counted only one time in each category but may have received more than one payment.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: TMohning.

Executive Branch Full-Time Average Base Salary by

Department	FY 95	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02
AGRICULTURE	\$29,740	\$30,221	\$31,333	\$32,823	\$34,102	\$34,815	\$36,720	\$38,572
AUDITOR	\$38,288	\$38,051	\$38,548	\$39,210	\$40,254	\$40,999	\$45,819	\$49,830
BLIND	\$31,010	\$31,851	\$32,779	\$34,178	\$35,919	\$36,474	\$37,363	\$39,527
CIVIL RIGHTS	\$33,675	\$36,127	\$37,106	\$38,495	\$38,615	\$40,515	\$42,129	\$44,148
COLLEGE AID	\$30,085	\$31,988	\$32,854	\$34,387	\$34,458	\$35,527	\$36,947	\$39,899
COMMERCE	\$41,161	\$42,629	\$43,968	\$47,387	\$48,189	\$49,800	\$52,011	\$56,153
CORRECTIONS	\$31,120	\$31,865	\$32,203	\$33,007	\$34,149	\$35,001	\$36,950	\$38,942
CULTURAL AFFAIRS	\$33,695	\$34,546	\$36,259	\$35,913	\$37,008	\$37,866	\$39,833	\$42,400
ECONOMIC DEVELOPMENT	\$40,866	\$42,956	\$43,489	\$44,208	\$45,504	\$45,211	\$47,442	\$48,704
EDUCATION	\$34,427	\$35,754	\$36,178	\$37,342	\$38,906	\$40,417	\$41,992	\$44,317
ELDER AFFAIRS	\$35,275	\$32,609	\$37,650	\$39,502	\$39,691	\$41,301	\$43,579	\$47,779
ETHICS/CAMPAIGN DISCLOSURE	\$34,344	\$35,870	\$38,637	\$39,515	\$40,550	\$42,522	\$44,803	\$43,697
GENERAL SERVICES	\$30,656	\$31,378	\$33,806	\$29,915	\$31,353	\$32,663	\$34,941	\$36,665
GOVERNOR'S OFFICE	\$39,706	\$40,850	\$44,234	\$46,955	\$46,474	\$47,247	\$50,237	\$50,623
HUMAN RIGHTS	\$34,968	\$36,479	\$37,717	\$38,726	\$39,724	\$41,599	\$44,003	\$45,990
HUMAN SERVICES	\$29,121	\$30,114	\$30,939	\$31,922	\$32,914	\$33,937	\$35,688	\$36,953
INFORMATION TECHNOLOGY	*	*	*	\$42,644	\$44,848	\$47,566	\$58,099	\$62,378
INSPECTIONS AND APPEALS	\$38,596	\$39,940	\$41,142	\$43,232	\$44,807	\$46,045	\$48,262	\$50,389
IA COMMUNICATIONS NETWORK	\$53,467	\$38,665	\$41,385	\$42,718	\$44,153	\$45,325	\$49,800	\$51,772
IOWA PUBLIC TELEVISION	\$35,318	\$36,257	\$37,503	\$38,506	\$38,964	\$41,288	\$43,559	\$44,838
JUSTICE	\$47,548	\$50,868	\$53,170	\$56,159	\$57,580	\$59,221	\$61,897	\$64,017
LAW ENFORCEMENT ACADEMY	\$35,709	\$37,194	\$36,852	\$38,577	\$38,956	\$40,904	\$42,734	\$45,156
MANAGEMENT	\$51,809	\$51,923	\$55,511	\$56,538	\$58,687	\$60,898	\$67,000	\$68,478
NATURAL RESOURCES	\$35,460	\$36,532	\$37,609	\$38,917	\$40,148	\$41,552	\$43,448	\$45,544
PAROLE	\$39,027	\$40,919	\$41,059	\$45,192	\$46,869	\$46,946	\$49,683	\$49,090
PERSONNEL	\$35,942	\$37,189	\$38,889	\$40,701	\$42,246	\$43,167	\$46,574	\$48,836
PUBLIC DEFENSE	\$28,295	\$29,493	\$30,495	\$31,381	\$32,124	\$33,697	\$35,694	\$38,179
PUBL EMPLOYMENT RELATIONS	\$44,761	\$47,381	\$49,710	\$51,901	\$54,001	\$55,718	\$57,390	\$58,613
PUBLIC HEALTH	\$35,545	\$37,570	\$39,247	\$40,357	\$41,980	\$43,634	\$45,971	\$48,240
PUBLIC SAFETY	\$35,832	\$36,538	\$38,001	\$39,196	\$40,349	\$41,558	\$43,383	\$46,054
REVENUE AND FINANCE	\$32,465	\$33,438	\$34,817	\$36,306	\$37,580	\$39,008	\$41,950	\$44,403
SECRETARY OF STATE	\$32,819	\$35,066	\$37,133	\$38,131	\$39,139	\$40,032	\$43,359	\$44,257
TRANSPORTATION	\$29,722	\$30,744	\$31,524	\$32,666	\$33,449	\$34,855	\$37,022	\$40,099
TREASURER	\$34,394	\$36,874	\$38,686	\$42,789	\$43,432	\$43,732	\$47,435	\$47,043
VETERAN'S AFFAIRS	\$28,329	\$29,605	\$30,656	\$31,718	\$33,004	\$33,039	\$34,844	\$36,472
WORKFORCE DEVELOPMENT	\$31,011	\$32,609	\$34,568	\$35,901	\$37,337	\$38,063	\$40,336	\$41,398
AVERAGE ANNUAL SALARY	\$31,475	\$32,582	\$33,596	\$34,773	\$35,846	\$36,972	\$39,091	\$41,164

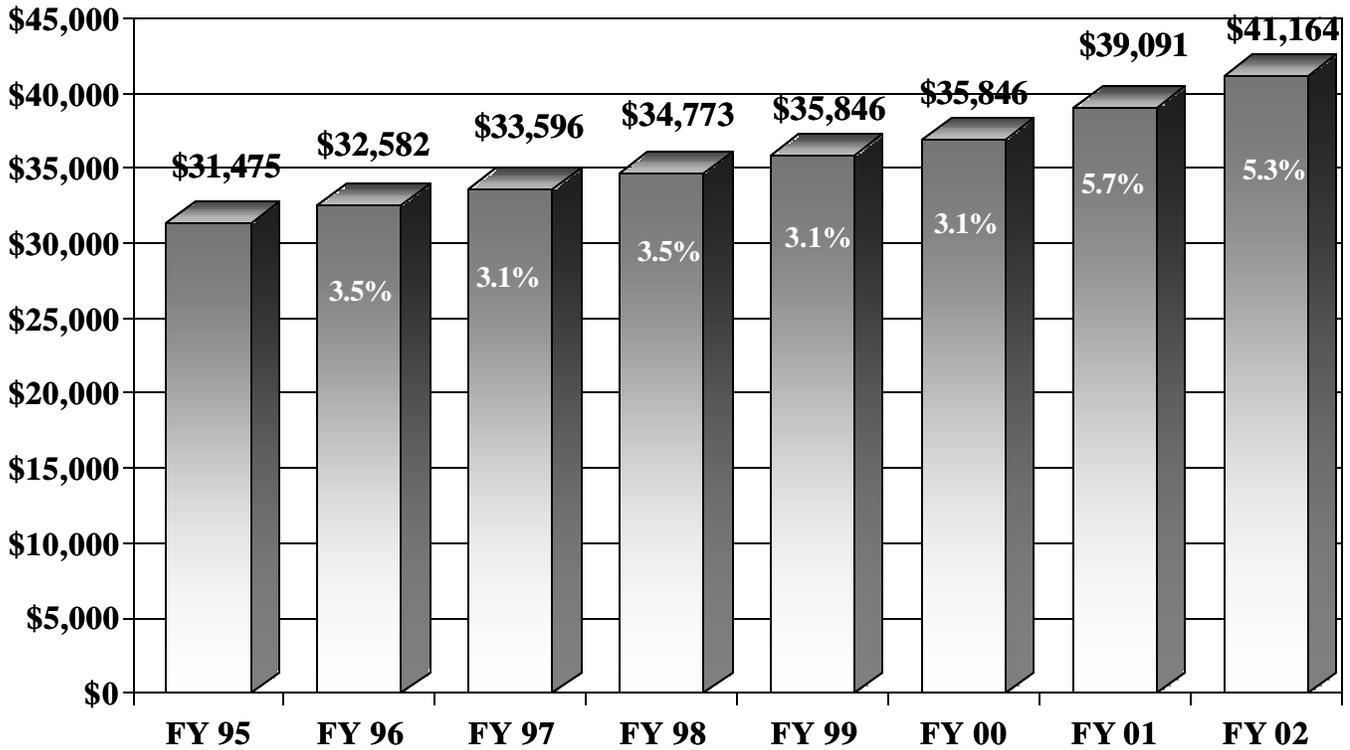
Department

* Department not in existence at the time.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Average Base Salary



NOTE: Percentages in each bar represent increase from previous fiscal year.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Overtime/Compensatory Time by Department, Fiscal Year

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
AGRICULTURE	\$67,708.61	317.5	\$22,733.26	175.3	\$21,899.20	166.8
AUDITOR	\$134.33	0.6	\$0.00	0.0	\$0.00	0.0
BLIND	\$21,896.66	117.3	\$4,910.12	44.5	\$2,661.13	24.2
CIVIL RIGHTS	\$0.00	0.0	\$561.34	3.7	\$561.34	3.8
COLLEGE AID	\$665.46	2.9	\$0.00	0.0	\$0.00	0.0
COMMERCE	\$7,648.32	34.1	\$19,708.27	109.8	\$18,228.68	100.2
CORRECTIONS	\$1,747,430.26	8,147.4	\$2,562,764.75	18,238.4	\$1,100,588.02	7,758.6
CULTURAL AFFAIRS	\$12,228.80	80.3	\$50,145.99	316.9	\$43,831.22	266.3
ECONOMIC DEVELOPMENT	\$52,938.66	272.8	\$26,654.45	171.9	\$20,374.30	114.3
EDUCATION	\$190,915.98	867.2	\$20,240.63	138.5	\$18,984.00	129.0
ELDER AFFAIRS	\$2,852.84	13.3	\$1,808.24	13.0	\$1,177.80	8.6
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$797.38	4.8	\$796.42	4.9
GENERAL SERVICES	\$41,911.67	232.0	\$30,179.14	234.8	\$27,860.59	217.4
GOVERNOR'S OFFICE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
HUMAN RIGHTS	\$12,071.91	80.3	\$2,393.86	17.5	\$2,396.59	17.5
HUMAN SERVICES	\$4,051,175.41	21,111.1	\$3,120,227.90	24,963.1	\$1,401,018.78	10,881.9
INFORMATION TECHNOLOGY	\$16,756.26	70.8	\$93,219.21	416.6	\$66,609.80	289.8
INSPECTIONS AND APPEALS	\$14,034.55	75.9	\$48,638.47	261.3	\$47,864.47	254.5
IOWA COMMUNICATONS NETWORK	\$654.98	3.4	\$11,411.12	57.5	\$11,102.15	57.1
IOWA PUBLIC TELEVISION	\$76,707.29	351.8	\$84,675.97	543.7	\$58,409.21	367.8
JUSTICE	\$68.89	0.4	\$32,131.97	222.9	\$31,978.49	217.1
LAW ENFORCEMENT ACADEMY	\$4,223.49	27.8	\$6,590.15	38.7	\$4,537.25	25.2
MANAGEMENT	\$0.00	0.0	\$418.45	3.2	\$643.17	4.3
NATURAL RESOURCES	\$43,933.77	252.4	\$669,610.48	4,182.8	\$551,052.60	3,427.5
PAROLE BOARD	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PERSONNEL	\$38,027.39	158.5	\$5,887.00	40.3	\$4,425.16	31.1
PUBLIC DEFENSE	\$105,717.40	585.7	\$184,895.99	1,512.9	\$108,817.25	859.9
PUBLIC EMPLOYEE RELATIONS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$113,134.28	482.2	\$77,005.29	434.9	\$67,593.42	385.6
PUBLIC SAFETY	\$165,139.47	794.6	\$1,613,333.20	9,508.6	\$733,222.59	4,442.4
REVENUE AND FINANCE	\$56,427.70	322.6	\$68,806.74	424.8	\$67,397.68	494.6
SECRETARY OF STATE	\$11,293.26	51.3	\$16,023.14	90.3	\$7,097.01	44.6
TRANSPORTATION	\$4,963,607.43	24,787.4	\$1,959,616.57	22,570.7	\$1,194,656.02	14,546.0
TREASURER	\$7,396.20	50.1	\$3,230.62	26.7	\$2,507.26	19.7
VETERAN AFFAIRS	\$667,419.73	3,358.3	\$668,672.20	5,229.8	\$227,571.76	1,438.3
WORKFORCE DEVELOPMENT	\$115,249.92	536.5	\$87,493.58	525.0	\$77,598.60	471.2
GRAND TOTALS	\$12,609,370.92	63,186.5	\$11,494,785.48	90,522.9	\$5,923,461.96	47,070.2

2002

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel & Iowa Department of Transportation - HRIS : TMohning.

Salary Increases of Executive Branch Employees

Fiscal Year	<u>Contract Covered</u> <u>(AFSCME only)</u>			<u>Non-Contract</u>		
	Steps	Across-the-Board	Steps	Across-the-Board	Merit Steps	
1982	7 TO 6	8.0%	(a)	None	8.0%	None
1983	6	8.0%		None	8.0%	None
1984	6	0.0%		None	0.0%	None
1985	6	4.0%		+ Step	4.0%	+ Merit Step
1986	6	1.0%		+ Step	1.0%	+ Merit Step
1987	6	1.0%		+ Step	1.0%	+ Merit Step
1988	6	2.0%		+ Step	2.0%	+ Merit Step
1989	6	4.0%		+ Step	4.0%	+ Merit Step
1990	6	3.5%		+ Step	3.5%	+ Merit Step
1991	6	5.0%		+ Step	5.0%	+ Merit Step
1992	6	5.0%	(c)	+ Step	0.0%	None
1993	6	4.0%		+ Step (b)	7.5%	+ Merit Step
1994	6	PLUS \$650		+ Step	PLUS \$650	+ Merit Step
1995	6	4.0%	(d)	+ Step	4.0%	+ Merit Step (d)
1996	6	3.0%		+ Step	3.0%	+ Merit Step
1997	6	2.5%		+ Step (e)	2.5%	+ Merit Step (e)
1998	6	3.0%		+ Step	3.0%	+ Merit Step
1999	6	3.0%		+ Step	3.0%	+ Merit Step
2000	6 TO 7	0.0%	(f)	+ Step	3.0%	+ Merit Step
2001	7 TO 8	2.6%	(g)	+ Step	3.0%	+ Merit Step
2002	8	3.0%		+ Step	3.0%	+ Merit Step (h)

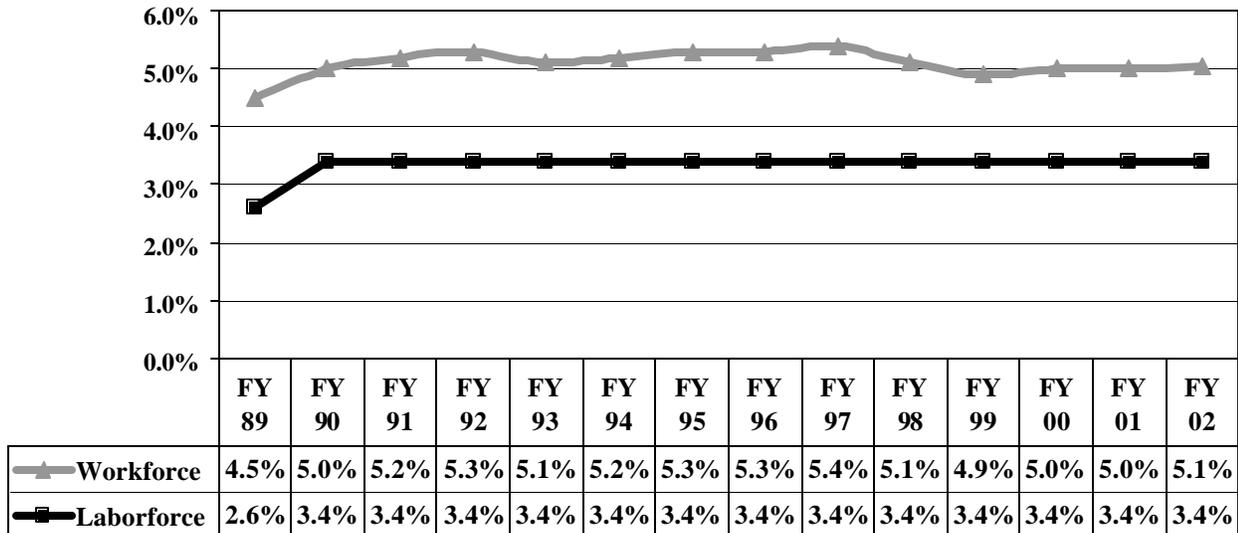
- (a) Includes both Across-the-Board and Step increases.
- (b) Contractual employees received a \$400 bonus in December 1992.
- (c) 3.0% effective July 1, 1991 and 2.0% effective January 1, 1992.
- (d) 2.0% effective July 1, 1994 and 2.0% effective January 1, 1994.
- (e) A one-time \$300 payment for full-time employees at the top step was provided in December 1996. Part-time employees at the top step received a one-time \$150 payment.
- (f) Increased the number of steps but retained the minimums and maximums. The increased step was equivalent to a 3.0% ATB.
- (g) The maximum was increased on average by 3.2% due to the 8th step.
- (h) Non-Contract Pay plan merged to 000 and ranges matched to AFSCME 014 Pay Plan.

NOTE: The first session of the 74th General Assembly passed salary adjustment legislation (SF 548) for Fiscal Year 1992 fully funding the arbitrated agreements for contract employees and providing a 2.0% Across-the-Board increase for non-contract employees. The Governor item vetoed the increase and was taken to court by the unions. The Iowa Supreme Court found in favor of the unions. The second session of the 74th General Assembly passed salary adjustment legislation (SF 2393) which fully funded the arbitrated agreements for contract employees and Provided Back Pay For Fiscal Year 1992. Non-Contract Employees Received No Back Pay, But Were Given 7.5% Increases For Fiscal Year 1992.

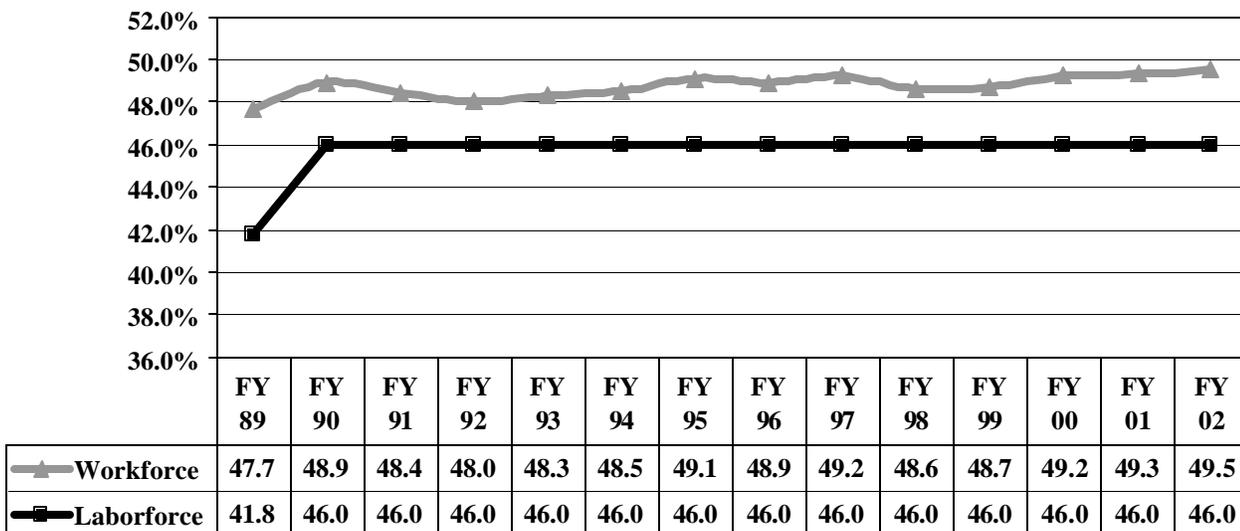
Source: Iowa Department of Personnel

Executive Branch Workforce in Comparison to Iowa's Labor Force

RACIAL/ETHNIC MINORITIES



FEMALES



Source: Iowa Department of Personnel - Affirmative Action Year End Report.

Executive Branch Full-Time Employees by Gender by Department

DEPARTMENT	FY95	FY95	FY96	FY96	FY97	FY97	FY98	FY98
	Male	Female	Male	Female	Male	Female	Male	Female
AGRICULTURE	230	191	231	204	228	200	228	197
AUDITOR	41	59	44	75	45	77	50	70
BLIND	37	54	37	54	36	56	35	56
CIVIL RIGHTS	15	14	15	12	15	14	14	14
COLLEGE AID	13	24	13	23	14	23	12	20
COMMERCE	173	158	171	156	169	153	167	148
CORRECTIONS	1,420	517	1,505	587	1,660	663	1,865	740
CULTURAL AFFAIRS	27	44	29	43	29	45	36	47
ECONOMIC DEVELOPMENT	69	94	68	90	60	74	58	79
EDUCATION	231	369	229	366	215	373	206	384
ELDER AFFAIRS	6	21	6	19	6	22	4	21
ETHICS/CAMPAIGN DISCLOSURE	0	8	0	8	0	8	1	7
GENERAL SERVICES	201	142	139	197	175	136	130	72
GOVERNOR'S OFFICE	10	31	12	34	13	29	10	26
HUMAN RIGHTS	17	31	16	29	16	28	17	26
HUMAN SERVICES	1,557	3,947	1,473	3,854	1,418	3,758	1,423	3,749
INFORMATION TECHNOLOGY	*	*	*	*	*	*	73	64
INSPECTIONS AND APPEALS	141	227	148	242	166	258	174	263
IOWA COMMUNICATIONS NTRK	8	3	24	14	27	17	39	31
IOWA PUBLIC TELEVISION	71	42	75	46	76	48	77	52
JUSTICE	81	102	80	103	80	114	80	117
LAW ENFORCEMENT ACADEMY	13	10	14	10	16	11	17	9
MANAGEMENT	16	11	20	13	21	11	18	13
NATURAL RESOURCES	584	164	603	167	615	176	625	172
PAROLE	4	6	4	6	4	5	5	6
PERSONNEL	38	95	40	98	41	92	50	94
PUBLIC DEFENSE	172	42	175	46	177	45	175	48
PUBLIC EMPLOYMENT RELATIONS	6	6	6	6	5	7	5	7
PUBLIC HEALTH	89	191	90	190	88	190	92	217
PUBLIC SAFETY	666	164	687	180	695	191	699	192
REVENUE AND FINANCE	278	322	281	327	279	313	273	299
SECRETARY OF STATE	11	26	11	25	11	25	10	30
TRANSPORTATION	2,704	814	2,732	818	2,638	806	2,607	819
TREASURER	9	15	11	13	9	14	9	11
VETERAN'S AFFAIRS	101	594	113	608	112	607	111	599
WORKFORCE DEVELOPMENT	384	545	366	515	365	527	345	519
GRAND TOTAL	9,423	9,083	9,468	9,178	9,524	9,116	9,740	9,218

* Department not in existence at the time.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employees by Gender, by Department (cont.)

DEPARTMENT	FY99	FY99	FY00	FY00	FY01	FY01	FY02	FY02
	Male	Female	Male	Female	Male	Female	Male	Female
AGRICULTURE	223	201	233	207	230	202	196	185
AUDITOR	49	76	47	81	52	65	44	57
BLIND	34	56	39	60	39	61	37	58
CIVIL RIGHTS	16	19	14	18	15	21	15	20
COLLEGE AID	12	23	10	25	12	23	13	23
COMMERCE	169	150	170	146	166	148	155	138
CORRECTIONS	1,977	838	2,133	936	2,130	944	2,006	857
CULTURAL AFFAIRS	40	48	40	45	36	47	33	37
ECONOMIC DEVELOPMENT	57	86	71	114	74	116	70	131
EDUCATION	210	390	195	396	193	420	189	423
ELDER AFFAIRS	3	24	3	23	6	25	9	20
ETHICS/CAMPAIGN DISCLOSURE	1	7	1	7	1	7	1	4
GENERAL SERVICES	133	79	130	82	134	72	114	60
GOVERNOR'S OFFICE	15	26	18	29	18	29	19	25
HUMAN RIGHTS	17	30	17	31	20	32	20	31
HUMAN SERVICES	1,455	3,865	1,475	3,953	1,473	4,004	1,412	3,724
INFORMATION TECHNOLOGY	75	62	81	63	78	58	66	47
INSPECTIONS AND APPEALS	175	274	178	290	181	300	173	283
IOWA COMMUNICATIONS NTRK	48	40	49	44	56	43	55	42
IOWA PUBLIC TELEVISION	82	57	80	55	80	49	73	50
JUSTICE	83	121	87	121	91	127	85	125
LAW ENFORCEMENT ACADEMY	18	13	17	12	18	13	17	13
MANAGEMENT	15	12	18	13	17	13	15	12
NATURAL RESOURCES	620	183	635	201	662	202	653	200
PAROLE	4	6	5	7	5	7	4	7
PERSONNEL	51	93	61	98	58	101	56	92
PUBLIC DEFENSE	202	63	209	67	224	70	233	73
PUBLIC EMPLOYMENT RELATIONS	5	7	6	6	6	6	4	5
PUBLIC HEALTH	99	230	102	244	113	260	108	264
PUBLIC SAFETY	712	204	733	210	741	205	698	200
REVENUE AND FINANCE	268	299	270	296	265	295	231	260
SECRETARY OF STATE	10	28	11	29	12	29	7	23
TRANSPORTATION	2,707	855	2,676	893	2,655	878	2,346	793
TREASURER	8	12	7	14	6	15	7	17
VETERAN'S AFFAIRS	117	580	127	635	129	625	130	603
WORKFORCE DEVELOPMENT	342	508	330	517	322	529	272	485
GRAND TOTAL	10,052	9,565	10,278	9,968	10,318	10,041	9,566	9,387

* Department not in existence at the time.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2002

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
Males	594	2,973	1,011	2,449
% Chg from FY '01	-17.3%	-5.7%	-8.8%	-4.1%
Females	443	3,391	1,243	432
% Chg from FY '01	-11.8%	-5.2%	-5.6%	-6.5%
Totals	1,037	6,364	2,254	2,881
% Chg from FY '01	-15.0%	-5.4%	-7.1%	-4.5%

	Category 5 Paraprofessional	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Males	467	177	1,589	301
% Chg from FY '01	1.7%	-14.9%	-7.3%	-24.2%
Females	1,387	2,102	57	331
% Chg from FY '01	-2.7%	-9.8%	-6.6%	-9.6%
Totals	1,854	2,279	1,646	632
% Chg from FY '01	-1.6%	-10.2%	-7.3%	-17.2%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

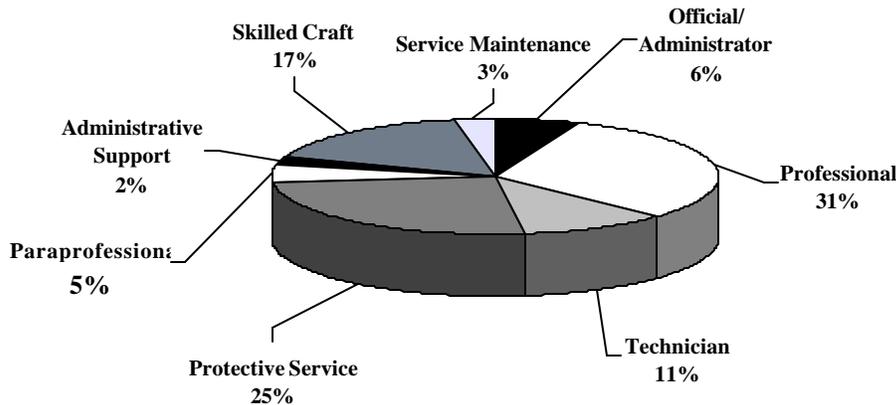
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

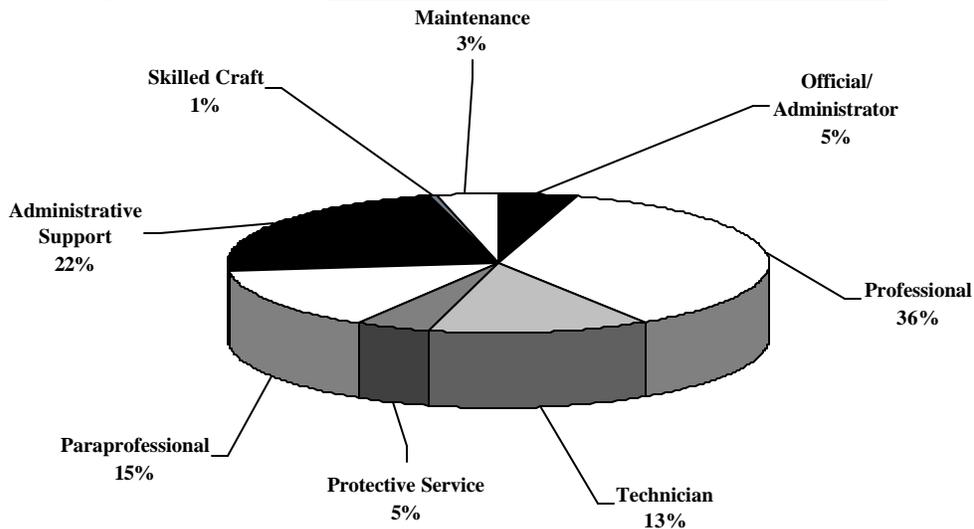
Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2002

Males (Total=9,561)



Females (Total=9,386)



NOTE: Percentages are rounded and may not equal 100%.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.
Source: Iowa Department of Personnel - AS/400 Query: EHolland.*

Executive Branch Full-Time Minority Employees by Department

Department	FY 95 Total Employees	FY 95 Total Minority Employees	FY 95 Minority Employee Percentage	FY 96 Total Employees	FY 96 Total Minority Employees	FY 96 Minority Employee Percentage	FY 97 Total Employees	FY 97 Total Minority Employees	FY 97 Minority Employee Percentage	FY 98 Total Employees	FY 98 Total Minority Employees	FY 98 Minority Employee Percentage
AGRICULTURE	421	11	2.61%	435	12	2.76%	428	12	2.80%	425	10	2.35%
AUDITOR	100	3	3.00%	119	2	1.68%	122	2	1.64%	120	1	0.83%
BLIND	91	5	5.49%	91	4	4.40%	92	5	5.43%	91	5	5.49%
CIVIL RIGHTS	29	11	37.93%	27	10	37.04%	29	10	34.48%	28	10	35.71%
COLLEGE AID	37	1	2.70%	36	1	2.78%	37	1	2.70%	32	0	0.00%
COMMERCE	331	19	5.74%	327	18	5.50%	322	18	5.59%	315	17	5.40%
CORRECTIONS	1,937	103	5.32%	2,092	110	5.26%	2,323	132	5.68%	2,605	136	5.22%
CULTURAL AFFAIRS	71	4	5.63%	72	4	5.56%	74	3	4.05%	83	3	3.61%
ECONOMIC DEVELOPMENT	163	6	3.68%	158	6	3.80%	134	5	3.73%	137	8	5.84%
EDUCATION	600	33	5.50%	595	35	5.88%	588	36	6.12%	590	34	5.76%
ELDER AFFAIRS	27	3	11.11%	25	3	12.00%	28	3	10.71%	25	3	12.00%
ETHICS/CAMPAIGN DISCLOSURE	8	0	0.00%	8	0	0.00%	8	0	0.00%	8	0	0.00%
GENERAL SERVICES	343	35	10.20%	336	35	10.42%	311	39	12.54%	202	30	14.85%
GOVERNOR'S OFFICE	41	3	7.32%	46	3	6.52%	42	2	4.76%	36	1	2.78%
HUMAN RIGHTS	48	7	14.58%	45	7	15.56%	44	5	11.36%	43	4	9.30%
HUMAN SERVICES	5,504	259	4.71%	5,327	261	4.90%	5,176	261	5.04%	5,172	244	4.72%
INFORMATION TECHNOLOGY	*	0	0.00%	*	*	*	*	*	*	137	9	6.57%
INSPECTIONS AND APPEALS	368	20	5.43%	390	26	6.67%	424	26	6.13%	437	26	5.95%
IOWA COMMUNICATIONS NTRWK	11	1	9.09%	38	2	5.26%	44	1	2.27%	70	2	2.86%
IOWA PUBLIC TELEVISION	113	4	3.54%	121	6	4.96%	124	7	5.65%	129	6	4.65%
JUSTICE	183	5	2.73%	183	5	2.73%	194	5	2.58%	197	5	2.54%
LAW ENFORCEMENT ACADEMY	23	0	0.00%	24	0	0.00%	27	1	3.70%	26	0	0.00%
MANAGEMENT	27	0	0.00%	33	0	0.00%	32	1	3.13%	31	2	6.45%
NATURAL RESOURCES	748	39	5.21%	770	40	5.19%	791	43	5.44%	797	42	5.27%
PAROLE	10	1	10.00%	10	1	10.00%	9	0	0.00%	11	0	0.00%
PERSONNEL	133	15	11.28%	138	12	8.70%	133	12	9.02%	144	13	9.03%
PUBLIC DEFENSE	214	9	4.21%	221	8	3.62%	222	7	3.15%	223	9	4.04%
PUBLIC EMPLOYMENT RELATIONS	12	0	0.00%	12	0	0.00%	12	0	0.00%	12	0	0.00%
PUBLIC HEALTH	280	18	6.43%	280	17	6.07%	278	18	6.47%	309	17	5.50%
PUBLIC SAFETY	830	24	2.89%	867	24	2.77%	886	24	2.71%	891	25	2.81%
REVENUE AND FINANCE	600	35	5.83%	608	36	5.92%	592	34	5.74%	572	35	6.12%
SECRETARY OF STATE	37	3	8.11%	36	2	5.56%	36	2	5.56%	40	3	7.50%
TRANSPORTATION	3,518	182	5.17%	3,550	179	5.04%	3,444	165	4.79%	3,426	161	4.70%
TREASURER	24	0	0.00%	24	0	0.00%	23	1	4.35%	20	1	5.00%
VETERAN'S AFFAIRS	695	18	2.59%	721	19	2.64%	719	17	2.36%	710	17	2.39%
WORKFORCE DEVELOPMENT	929	106	11.41%	881	97	11.01%	892	101	11.32%	864	95	11.00%
GRAND TOTALS	18,506	983	5.31%	18,646	985	5.28%	18,640	999	5.36%	18,958	974	5.14%

* Department not in existence at the time.

NOTE: Minority Status based on self-report during orientation of new employees. If Minority Status Undeclared than record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Minority Employees by Department (cont.)

Department	FY 99 Total Employees	FY 99 Total Minority Employees	FY 99 Minority Employee Percentage	FY 00 Total Employees	FY 00 Total Minority Employees	FY 00 Minority Employee Percentage	FY 01 Total Employees	FY 01 Total Minority Employees	FY 01 Minority Employee Percentage	FY 02 Total Employees	FY 02 Total Minority Employees	FY 02 Minority Employee Percentage
AGRICULTURE	424	9	2.12%	440	8	1.82%	432	9	2.08%	381	5	1.31%
AUDITOR	125	2	1.60%	128	0	0.00%	117	0	0.00%	101	0	0.00%
BLIND	90	5	5.56%	99	5	5.05%	100	4	4.00%	95	4	4.21%
CIVIL RIGHTS	35	12	34.29%	32	14	43.75%	36	16	44.44%	35	16	45.71%
COLLEGE AID	35	1	2.86%	35	1	2.86%	35	2	5.71%	36	2	5.56%
COMMERCE	319	16	5.02%	316	14	4.43%	314	15	4.78%	293	13	4.44%
CORRECTIONS	2,815	138	4.90%	3,069	151	4.92%	3,074	147	4.78%	2,863	138	4.82%
CULTURAL AFFAIRS	88	3	3.41%	85	3	3.53%	83	3	3.61%	70	3	4.29%
ECONOMIC DEVELOPMENT	143	8	5.59%	185	8	4.32%	190	11	5.79%	201	10	4.98%
EDUCATION	600	34	5.67%	591	40	6.77%	613	44	7.18%	612	41	6.70%
ELDER AFFAIRS	27	2	7.41%	26	2	7.69%	31	2	6.45%	29	1	3.45%
ETHICS/CAMPAIGN DISCLOSURE	8	0	0.00%	8	0	0.00%	8	0	0.00%	5	0	0.00%
GENERAL SERVICES	212	30	14.15%	212	32	15.09%	206	33	16.02%	174	25	14.37%
GOVERNOR'S OFFICE	41	3	7.32%	47	6	12.77%	47	5	10.64%	44	4	9.09%
HUMAN RIGHTS	47	5	10.64%	48	5	10.42%	52	5	9.62%	51	4	7.84%
HUMAN SERVICES	5,320	238	4.47%	5,428	238	4.38%	5,477	236	4.31%	5,136	227	4.42%
INFORMATION TECHNOLOGY	137	8	5.84%	144	12	8.33%	136	10	7.35%	113	5	4.42%
INSPECTIONS AND APPEALS	449	24	5.35%	468	28	5.98%	481	25	5.20%	456	24	5.26%
IOWA COMMUNICATIONS NTRWK	88	3	3.41%	93	5	5.38%	99	4	4.04%	97	6	6.19%
IOWA PUBLIC TELEVISION	139	4	2.88%	135	3	2.22%	129	3	2.33%	123	3	2.44%
JUSTICE	204	5	2.45%	208	4	1.92%	218	4	1.83%	210	3	1.43%
LAW ENFORCEMENT ACADEMY	31	0	0.00%	29	0	0.00%	31	0	0.00%	30	0	0.00%
MANAGEMENT	27	1	3.70%	31	1	3.23%	30	1	3.33%	27	1	3.70%
NATURAL RESOURCES	803	43	5.35%	836	42	5.02%	864	43	4.98%	853	47	5.51%
PAROLE	10	0	0.00%	12	2	16.67%	12	2	16.67%	11	2	18.18%
PERSONNEL	144	12	8.33%	159	11	6.92%	159	11	6.92%	148	10	6.76%
PUBLIC DEFENSE	265	11	4.15%	276	10	3.62%	294	12	4.08%	306	13	4.25%
PUBLIC EMPLOYMENT RELATIONS	12	0	0.00%	12	0	0.00%	12	0	0.00%	9	0	0.00%
PUBLIC HEALTH	329	16	4.86%	346	16	4.62%	373	20	5.36%	372	26	6.99%
PUBLIC SAFETY	916	26	2.84%	943	30	3.18%	946	28	2.96%	898	28	3.12%
REVENUE AND FINANCE	567	36	6.35%	566	34	6.01%	560	36	6.43%	491	28	5.70%
SECRETARY OF STATE	38	3	7.89%	40	3	7.50%	41	4	9.76%	30	2	6.67%
TRANSPORTATION	3,562	157	4.41%	3,569	157	4.40%	3,533	153	4.33%	3,139	145	4.62%
TREASURER	20	0	0.00%	21	0	0.00%	21	0	0.00%	24	0	0.00%
VETERAN'S AFFAIRS	697	19	2.73%	762	27	3.54%	754	26	3.45%	733	24	3.27%
WORKFORCE DEVELOPMENT	850	96	11.29%	847	102	12.04%	851	108	12.69%	757	97	12.81%
GRAND TOTALS	19,617	970	4.94%	20,246	1,014	5.01%	20,359	1,022	5.02%	18,953	957	5.05%

NOTE: Minority Status based on self-report during orientation of new employees. If Minority Status Undeclared, record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2002

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
Non-Minority	982	5,895	2,147	2,740
% Chg from FY '01	-15.2%	-5.5%	-7.1%	-4.6%
Minority	38	360	90	129
% Chg from FY '01	-5.0%	-6.7%	-9.1%	-2.3%
Declined to Respond	17	109	17	12
Totals	1,037	6,364	2,254	2,881
% Chg from FY '01	-15.0%	-5.4%	-7.1%	-4.5%

	Category 5 Paraprofessional	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Non-Minority	1,765	2,100	1,572	575
% Chg from FY '01	-1.8%	-10.1%	-7.6%	-17.6%
Minority	66	155	68	51
% Chg from FY '01	0.0%	-9.4%	0.0%	-15.0%
Declined to Respond	23	24	6	6
Totals	1,854	2,279	1,646	632
% Chg from FY '01	-1.6%	-10.2%	-7.3%	-17.2%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

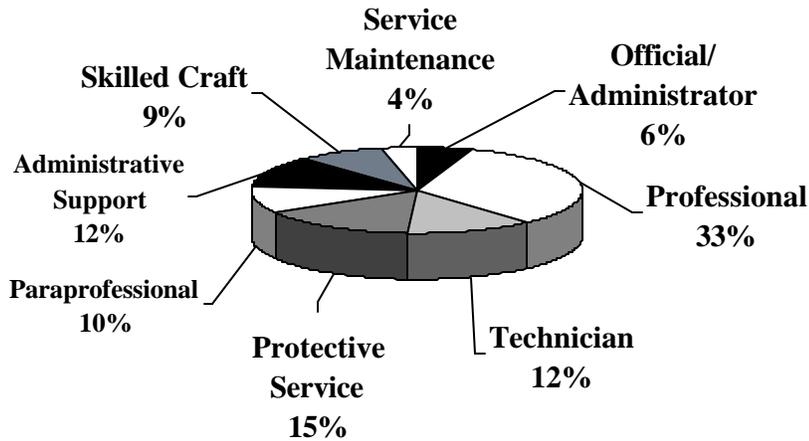
NOTE: Minority Status based on self-report during orientation of new employees.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

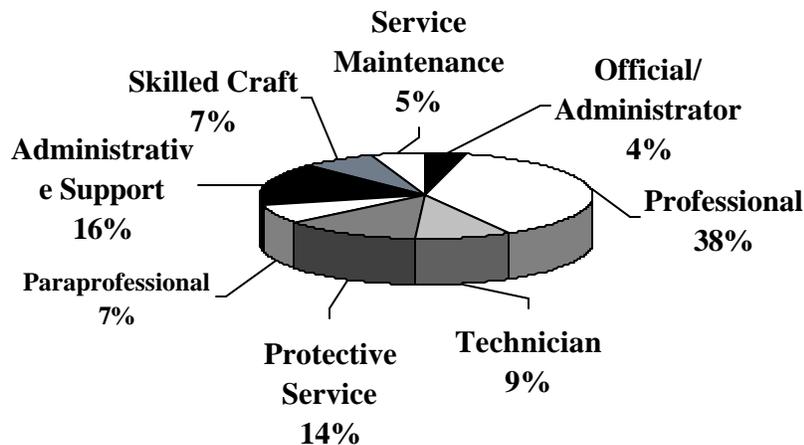
Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2002

Non-Minority (Total=17,776)



Minority (Total=957)



Individuals who declined to respond were left out of these calculations.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: Percentages are rounded and may not equal 100%.

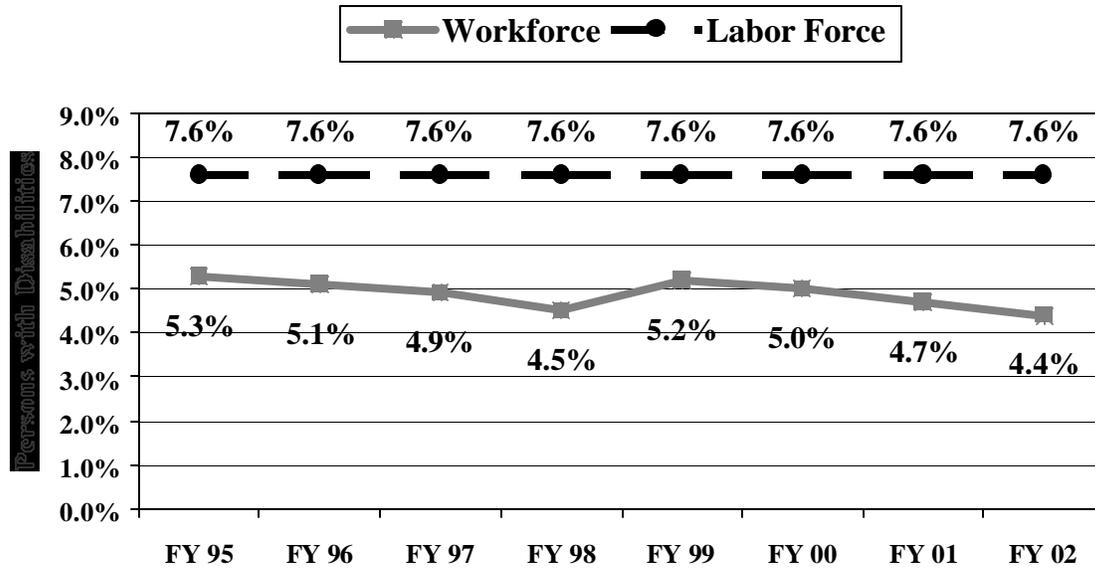
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

NOTE: Minority Status based on self-report during orientation of new employees.

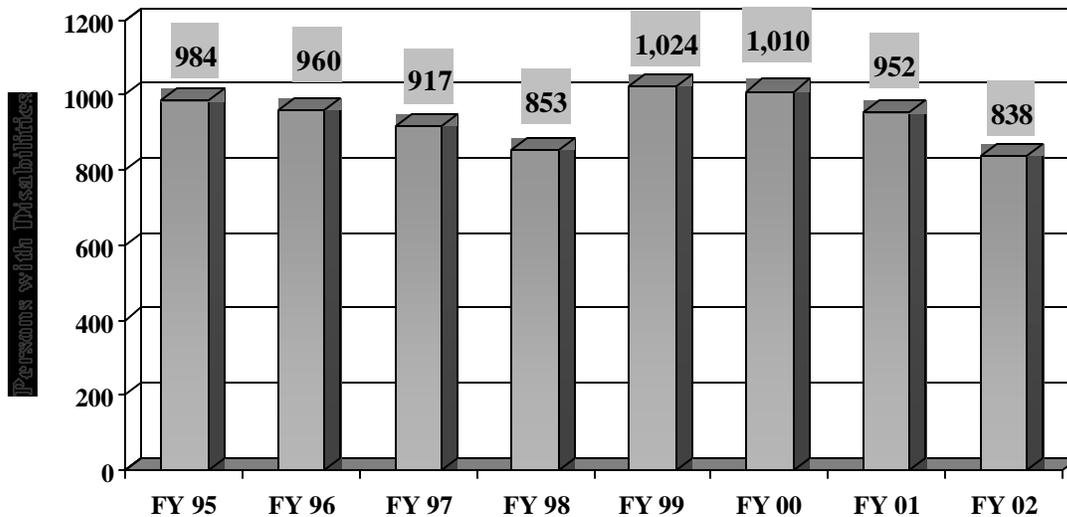
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Employees with Disabilities in the Executive Branch Workforce Compared to Iowa's Labor Force



Executive Branch Full-Time Employees with Disabilities



NOTE: Disability status based on self-report during orientation of new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2002

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
AGRICULTURE	\$1,295,685.49	8,595.6	\$1,190,031.64	7,995.0
AUDITOR	\$401,853.26	2,027.7	\$376,435.31	1,810.0
BLIND	\$312,301.19	1,990.6	\$296,525.50	1,919.7
CIVIL RIGHTS	\$124,293.32	716.1	\$107,725.80	640.8
COLLEGE AID	\$113,459.64	739.7	\$100,223.81	655.5
COMMERCE	\$1,472,058.05	6,715.9	\$1,407,139.35	6,400.8
CORRECTIONS	\$8,372,934.90	55,448.5	\$8,140,273.41	53,374.3
CULTURAL AFFAIRS	\$253,277.31	1,542.3	\$230,743.15	1,415.8
ECONOMIC DEVELOPMENT	\$657,658.59	3,457.5	\$591,770.01	3,049.1
EDUCATION	\$2,173,108.23	12,599.1	\$1,992,501.03	11,732.6
ELDER AFFAIRS	\$95,009.78	550.6	\$90,124.21	515.2
ETHICS/CAMPAIGN DISCLOSURE	\$23,251.05	141.5	\$17,920.11	113.8
GENERAL SERVICES	\$529,749.95	3,706.3	\$471,513.90	3,302.8
GOVERNOR'S OFFICE	\$140,028.98	744.7	\$119,291.72	637.4
HUMAN RIGHTS	\$172,537.23	1,016.1	\$162,088.35	960.7
HUMAN SERVICES	\$16,609,617.42	111,972.6	\$15,654,552.99	106,613.0
INFORMATION TECHNOLOGY	\$649,512.09	2,739.8	\$546,072.52	2,330.2
INSPECTIONS AND APPEALS	\$1,898,471.25	9,759.9	\$1,834,266.39	9,387.4
IOWA COMMUNICATIONS NETWORK	\$343,539.57	1,758.9	\$318,405.45	1,573.9
IOWA PUBLIC TELEVISION	\$475,513.85	2,691.5	\$417,579.67	2,363.2
JUSTICE	\$1,097,698.63	4,369.8	\$968,148.89	3,887.3
LAW ENFORCEMENT ACADEMY	\$107,952.49	621.8	\$100,289.94	576.6
MANAGEMENT	\$181,266.15	667.5	\$170,081.94	637.5
NATURAL RESOURCES	\$3,271,307.30	18,127.4	\$3,066,679.54	17,113.9
PAROLE BOARD	\$47,349.91	257.0	\$38,878.73	218.5
PERSONNEL	\$575,370.39	3,000.7	\$565,980.72	2,973.3
PUBLIC DEFENSE	\$831,558.60	5,739.6	\$775,866.41	5,324.8
PUBLIC EMPLOYEE RELATIONS	\$48,467.39	221.7	\$47,651.31	218.7
PUBLIC HEALTH	\$1,342,349.11	7,188.7	\$1,248,855.10	6,629.5
PUBLIC SAFETY	\$3,335,267.66	18,430.6	\$3,177,670.42	17,535.8
REVENUE AND FINANCE	\$2,131,354.94	12,025.9	\$2,027,119.05	11,619.6
SECRETARY OF STATE	\$118,243.21	703.1	\$81,925.70	488.2
TRANSPORTATION	\$11,559,123.55	102,451.3	\$11,205,298.82	96,801.0
TREASURER	\$78,847.74	386.2	\$72,311.57	337.5
VETERAN AFFAIRS	\$2,076,821.94	14,935.9	\$1,955,232.39	13,915.6
WORKFORCE DEVELOPMENT	\$2,949,735.89	17,769.3	\$2,761,776.45	16,895.1
GRAND TOTALS	\$65,866,576.05	435,811.4	\$62,328,951.30	411,964.1

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel & Iowa Department of Transportation - HRIS : TMohning.

Executive Branch Full-Time Sick Leave, Expenditures & Usage, Fiscal Year 2002

DEPARTMENT	Sick Leave Earned Value	Sick Leave Earned Days	Regular Sick Leave Taken Expense	Regular Sick Leave Taken Days	Converted Sick Leave Expense	Converted Sick Leave Days
AGRICULTURE	\$1,057,364.04	7,263.7	\$419,117.53	3,015.3	\$327,858.75	2,011.6
AUDITOR	\$361,010.94	1,962.2	\$126,310.01	735.8	\$119,510.52	535.2
BLIND	\$265,024.21	1,783.3	\$155,141.33	1,110.2	\$64,133.16	376.5
CIVIL RIGHTS	\$88,238.75	536.3	\$68,844.82	408.6	\$14,117.12	71.0
COLLEGE AID	\$96,551.46	657.5	\$30,860.07	232.9	\$39,444.00	240.0
COMMERCE	\$1,168,370.28	5,625.7	\$441,801.09	2,283.6	\$420,814.83	1,838.2
CORRECTIONS	\$7,676,846.38	52,576.0	\$4,271,122.76	29,740.6	\$1,025,439.18	6,131.0
CULTURAL AFFAIRS	\$217,659.84	1,383.8	\$84,943.35	561.4	\$46,600.56	264.0
ECONOMIC DEVELOPMENT	\$654,320.07	3,519.5	\$287,674.23	1,595.7	\$132,394.92	592.5
EDUCATION	\$1,689,824.99	10,147.4	\$834,380.78	5,232.9	\$314,131.32	1,744.0
ELDER AFFAIRS	\$93,894.63	550.0	\$30,227.22	201.0	\$22,328.76	114.4
ETHICS/CAMPAIGN DISCLOSURE	\$19,562.18	120.0	\$5,837.89	38.0	\$9,020.88	48.1
GENERAL SERVICES	\$463,638.01	3,357.4	\$212,665.89	1,670.7	\$118,488.72	699.0
GOVERNOR'S OFFICE	\$143,677.77	772.3	\$41,938.66	249.4	\$58,193.04	259.5
HUMAN RIGHTS	\$149,561.74	904.0	\$63,111.62	391.3	\$35,569.96	202.0
HUMAN SERVICES	\$12,089,694.58	87,280.2	\$6,367,914.52	46,590.8	\$2,586,179.22	16,377.2
INFORMATION TECHNOLOGY	\$533,440.16	2,279.3	\$139,258.94	643.2	\$150,097.32	654.0
INSPECTIONS AND APPEALS	\$1,620,705.63	8,584.1	\$662,143.41	3,697.3	\$484,785.24	2,271.4
IOWA COMMUNICATIONS NETWORK	\$349,444.80	1,784.6	\$117,297.27	695.0	\$96,095.64	409.5
IOWA PUBLIC TELEVISION	\$398,218.94	2,333.9	\$110,720.04	712.9	\$117,115.20	615.0
JUSTICE	\$937,799.58	3,872.6	\$317,438.08	1,506.4	\$360,121.56	1,320.6
LAW ENFORCEMENT ACADEMY	\$89,858.94	537.5	\$32,801.76	216.6	\$31,775.04	180.0
MANAGEMENT	\$137,134.74	532.8	\$32,397.25	125.0	\$56,689.08	204.0
NATURAL RESOURCES	\$2,546,569.21	14,754.6	\$780,148.48	4,677.5	\$668,269.48	3,544.0
PAROLE BOARD	\$35,556.33	203.2	\$50,856.30	240.0	\$4,691.64	22.5
PERSONNEL	\$512,952.15	2,787.2	\$230,064.95	1,330.8	\$84,656.16	414.0
PUBLIC DEFENSE	\$732,737.38	5,192.3	\$411,535.22	2,978.6	\$99,662.22	646.0
PUBLIC EMPLOYEE RELATIONS	\$40,142.15	196.8	\$19,609.17	102.2	\$11,365.44	45.0
PUBLIC HEALTH	\$1,220,316.20	6,666.6	\$524,361.87	3,108.6	\$314,821.80	1,465.5
PUBLIC SAFETY	\$2,308,288.15	13,658.2	\$816,352.47	4,969.8	\$334,330.08	1,632.9
REVENUE AND FINANCE	\$1,575,564.91	9,433.3	\$620,752.80	4,117.0	\$474,551.58	2,498.1
SECRETARY OF STATE	\$107,407.70	633.8	\$34,978.82	240.8	\$38,483.76	204.0
TRANSPORTATION	\$9,212,670.20	84,749.0	\$4,073,955.87	28,452.6	\$696,640.17	11,939.3
TREASURER	\$71,800.03	402.4	\$19,447.68	126.3	\$16,787.22	62.4
VETERAN AFFAIRS	\$1,946,984.46	14,347.5	\$1,006,000.34	7,709.3	\$159,839.56	1,105.0
WORKFORCE DEVELOPMENT	\$2,298,686.80	14,517.6	\$1,155,879.12	7,721.0	\$503,966.35	2,851.8
GRAND TOTALS	\$52,911,518.33	365,906.6	\$24,597,891.61	167,429.1	\$10,038,969.48	63,589.2

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel & Iowa Department of Transportation - HRIS: TMohning.

Executive Branch Full-Time Other Types Leave, Expenditures & Usage, Fiscal Year 2002

DEPARTMENT	Injury Leave Taken Expense	Injury Leave Taken Days	Funeral Leave Taken Expense*	Funeral Leave Taken Days*	Jury Leave Taken Expense*	Jury Leave Taken Days*
AGRICULTURE	\$3,504.13	27.4	\$27,117.71	184.8	\$3,018.22	19.6
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$846.50	4.9
BLIND	\$79.69	0.8	\$5,995.31	41.5	\$0.00	0.0
CIVIL RIGHTS	\$0.00	0.0	\$2,188.98	13.7	\$0.00	0.0
COLLEGE AID	\$0.00	0.0	\$1,587.56	11.4	\$387.25	2.5
COMMERCE	\$0.00	0.0	\$19,562.62	98.0	\$1,037.24	4.3
CORRECTIONS	\$37,054.09	244.2	\$196,082.80	1,343.6	\$12,331.00	80.9
CULTURAL AFFAIRS	\$0.00	0.0	\$3,851.68	23.2	\$0.00	0.0
ECONOMIC DEVELOPMENT	\$6,034.37	30.7	\$10,069.63	58.6	\$741.65	4.4
EDUCATION	\$1,105.83	8.6	\$43,733.25	269.5	\$6,549.76	43.5
ELDER AFFAIRS	\$0.00	0.0	\$2,211.27	15.1	\$0.00	0.0
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$0.00	0.0	\$616.50	3.8
GENERAL SERVICES	\$1,187.72	8.1	\$8,622.46	72.2	\$1,157.08	9.5
GOVERNOR'S OFFICE	\$0.00	0.0	\$1,767.87	10.5	\$194.64	1.5
HUMAN RIGHTS	\$0.00	0.0	\$3,481.34	19.1	\$0.00	0.0
HUMAN SERVICES	\$51,618.34	413.6	\$169,230.90	1,196.6	\$15,765.51	103.9
INFORMATION TECHNOLOGY	\$0.00	0.0	\$8,519.82	40.4	\$1,965.33	7.2
INSPECTIONS AND APPEALS	\$2,261.19	10.0	\$36,790.45	193.6	\$3,652.25	15.2
IOWA COMMUNICATONS NETWORK	\$81.66	0.7	\$10,858.88	55.8	\$0.00	0.0
IOWA PUBLIC TELEVISION	\$1,759.02	13.1	\$5,083.80	28.3	\$89.70	0.4
JUSTICE	\$911.93	3.1	\$13,570.67	61.4	\$312.16	1.0
LAW ENFORCEMENT ACADEMY	\$0.00	0.0	\$760.56	5.0	\$0.00	0.0
MANAGEMENT	\$0.00	0.0	\$2,288.00	10.0	\$0.00	0.0
NATURAL RESOURCES	\$4,609.74	32.2	\$601.76	4.0	\$0.00	0.0
PAROLE BOARD	\$0.00	0.0	\$2,964.40	16.2	\$0.00	0.0
PERSONNEL	\$0.00	0.0	\$6,528.90	34.3	\$1,007.20	5.0
PUBLIC DEFENSE	\$449.92	3.7	\$2,329.52	13.5	\$173.73	0.9
PUBLIC EMPLOYEE RELATIONS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$374.52	3.2	\$14,724.91	88.0	\$1,031.16	6.7
PUBLIC SAFETY	\$25,488.87	146.3	\$0.00	0.0	\$0.00	0.0
REVENUE AND FINANCE	\$0.00	0.0	\$35,488.37	222.1	\$4,076.65	26.5
SECRETARY OF STATE	\$0.00	0.0	\$2,753.91	22.3	\$0.00	0.0
TRANSPORTATION	\$116,611.45	871.7	**	**	**	**
TREASURER	\$0.00	0.0	\$2,257.00	8.2	\$0.00	0.0
VETERAN AFFAIRS	\$1,070.52	8.6	\$0.00	0.0	\$0.00	0.0
WORKFORCE DEVELOPMENT	\$3,708.05	25.5	\$59,714.19	387.7	\$4,164.46	27.5
GRAND TOTALS	\$257,911.05	1,851.5	\$700,738.50	4,548.6	\$59,117.99	369.2

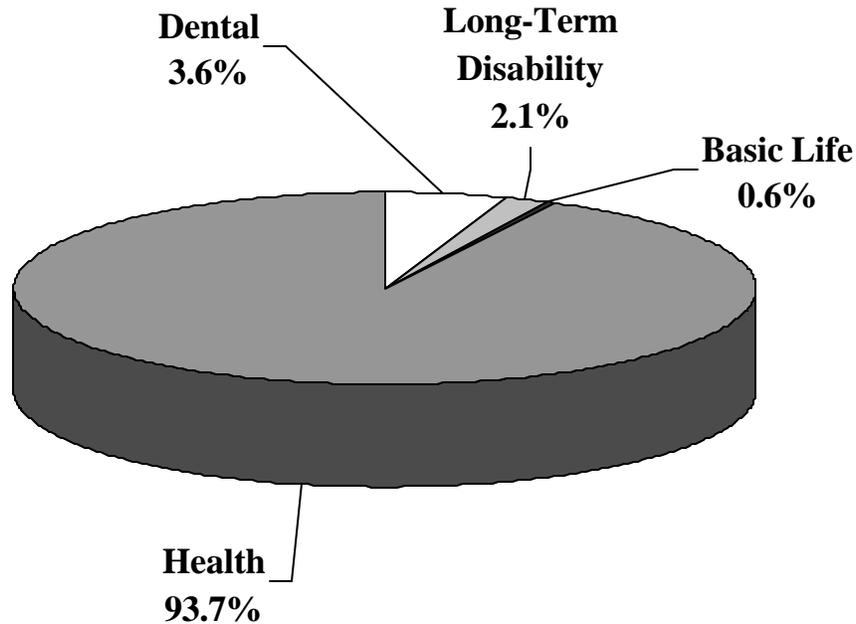
* Data not available for agencies not on the HRIS time-reporting system.

** Data not available

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel & Iowa Department of Transportation - HRIS: TMohning.

State Funded Insurance Premiums, Calendar Year 2002



January 1, 2002 - December 31, 2002*

Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
Health					
Wellmark BCBS	\$117,974,190	84.2%	\$19,899,916	14.2%	\$137,874,106**
MCOs	\$42,048,408	94.1%	\$2,618,966	5.9%	\$44,667,374
Subtotal	\$160,022,598	87.7%	\$22,518,882	12.3%	\$182,541,480
Dental	\$6,005,143	57.0%	\$4,533,450	43.0%	\$10,538,593
Life					
Basic	\$1,050,035	100.0%	0	0.0%	\$1,050,035
Optional	\$0	0.0%	\$1,212,081	100.0%	\$1,212,081
Subtotal	\$1,050,035	46.4%	\$1,212,081	53.6%	\$2,262,116
Long Term Disability	\$3,642,926	100.0%	\$0	0.0%	\$3,642,926
Total	\$170,720,702	85.8%	\$28,264,413	14.2%	\$198,985,115

* Projections using the January 2000 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

** Does not include SPOC.

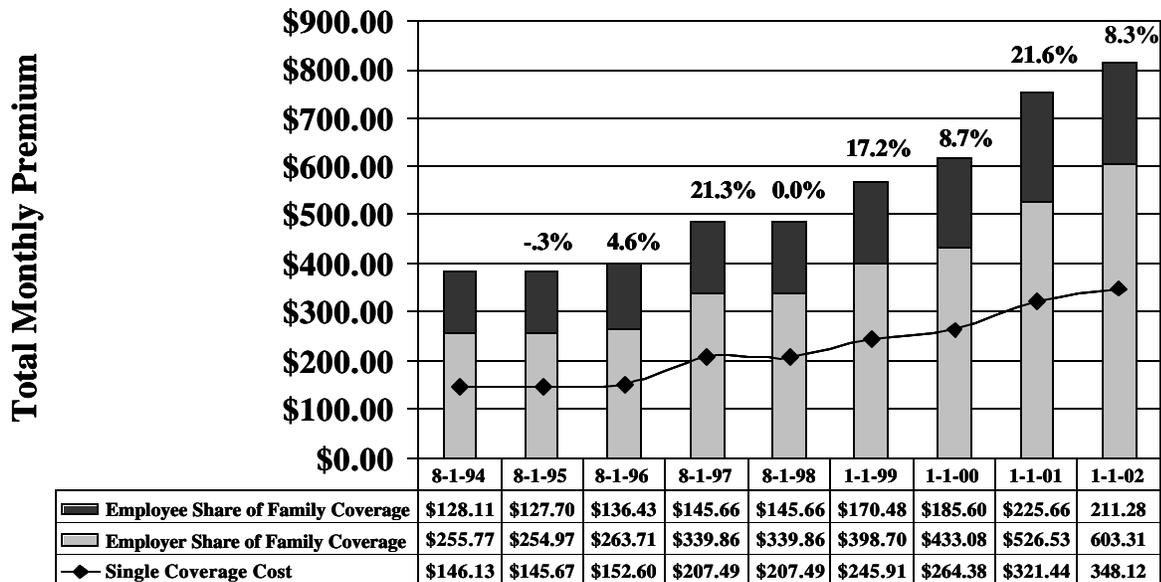
Source: Iowa Department of Personnel - Benefits Bureau Data: EHolland.

Health Plan Provider Premium Comparisons

Health Plan		2001				2002			
		Total Monthly Premium	Employer Share	Employee Share	Total Premium Percent Increase	Total Monthly Premium	Employer Share	Employee Share	
AFSCME, & Non-Contract Employees	Program 3 Plus	(S)	\$321.44	\$321.44	\$0.00	8.3%	\$348.12	\$348.12	\$0.00
		(F)	\$752.19	\$526.53	\$225.66	8.3%	\$814.59	\$603.31	\$211.28
	Deductible 3 Plus	(S)	NA	NA	NA	0.0%	\$328.13	\$328.13	\$0.00
		(F)	NA	NA	NA	0.0%	\$767.82	\$552.84	\$214.98
	Iowa Select	(S)	\$298.25	\$298.25	\$0.00	8.1%	\$322.28	\$322.28	\$0.00
		(F)	\$697.93	\$526.53	\$171.40	8.1%	\$754.13	\$603.31	\$150.82
	John Deere	(S)	\$282.22	\$282.22	\$0.00	19.0%	\$335.84	\$335.84	\$0.00
		(F)	\$677.32	\$526.53	\$150.79	19.0%	\$806.00	\$603.30	\$202.70
	UHC*	(S)	\$278.06	\$278.06	\$0.00	13.6%	\$315.88	\$315.88	\$0.00
		(F)	\$667.32	\$526.53	\$140.79	13.6%	\$758.08	\$603.30	\$154.78
	Coventry Open Access	(S)	\$238.30	\$238.30	\$0.00	22.4%	\$291.66	\$291.66	\$0.00
		(F)	\$571.88	\$526.53	\$45.35	22.4%	\$699.92	\$603.30	\$96.62
	Coventry Primary Care	(S)	\$230.16	\$230.16	\$0.00	22.4%	\$281.70	\$281.70	\$0.00
		(F)	\$552.30	\$526.53	\$25.77	22.4%	\$675.96	\$603.30	\$72.66
	Blue Advantage	(S)	\$199.44	\$199.44	\$0.00	7.4%	\$214.14	\$214.14	\$0.00
		(F)	\$478.66	\$478.66	\$0.00	9.2%	\$522.50	\$522.50	\$0.00
	Secure Care	(S)	\$188.90	\$188.90	\$0.00	6.8%	\$201.66	\$201.66	\$0.00
		(F)	\$453.40	\$453.40	\$0.00	8.5%	\$492.06	\$492.06	\$0.00

*United Health Care of the Midlands.

AFSCME Health Insurance Premium Shares Wellmark Blue Cross/Blue Shield Program 3 Plus



NOTE: Program 3-Plus chosen because as of 01/01/02 over 43% of health contract holders were in this plan and it is the most expensive plan offered. Program 3 Plus was established 8-1-97, prior to that it was called Program 3.

NOTE: Percentages indicate Total Premium change from prior year.

Source: Iowa Department of Personnel - Benefits Bureau Data: EHolland

Health Plan Enrollments as of 01/01/02

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
Plan 3 Plus	7,558	3,928	984	12,470	43.8%
Deductible 3 Plus	1,437	1,085	125	2,647	9.3%
Iowa Select	1,835	2,433	207	4,475	15.7%
IUP Select	376	330	14	720	2.5%
Subtotal	11,206	7,776	1,330	20,312	71.4%
Managed Care Plans					
John Deere	579	279	25	883	3.1%
Coventry Open Access	795	789	55	1,639	5.8%
Coventry Primary Care	339	345	23	707	2.5%
United Health Care	181	248	14	443	1.6%
Secure Care	168	1,508	21	1,697	6.0%
Blue Advantage	317	2,310	139	2,766	9.7%
Subtotal	2,379	5,479	277	8,135	28.6%
Total Health	13,585	13,255	1,607	28,447	100.0%
Total Dental	14,069	14,063	2,622	30,754	

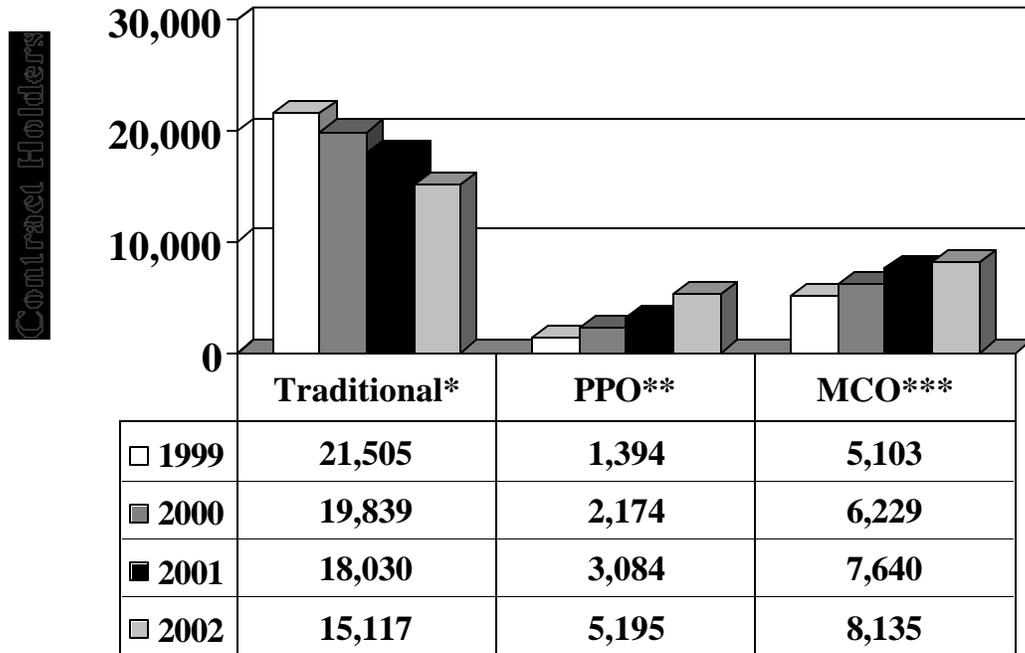
NOTE: Contract Holders are all employees in a particular plan that hold a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (Includes Fair Authority, Community-Based Corrections, and Regents employees).

NOTE: Does not include SPOC.

Source: Iowa Department of Personnel - Benefits Bureau Data: EHolland.

Health Plan Enrollments as of 01/01/02

(ACTIVE EMPLOYEES ONLY)



* Wellmark Plan 3 Plus, & Deductible 3 Plus

** Wellmark Iowa Select & IUP Select

*** Managed Care Organizations & Organized Delivery Systems (ODS)

NOTE: Contract Holders are all employees in a particular plan that hold a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (Includes Fair Authority, Community-Based Corrections, and Regents employees).

NOTE: Does not include SPOC.

Source: Iowa Department of Personnel - Benefits Bureau Data: EHolland.

Dental Insurance Contributions

Year	Single		Family	
	Employer	Employee	Employer	Employee
8-1-94	\$11.48	\$0.00	\$11.48	\$19.24
8-1-95	\$12.23	\$0.00	\$12.23	\$20.48
8-1-96	\$13.10	\$0.00	\$13.10	\$21.90
8-1-97	\$14.54	\$0.00	\$14.54	\$24.30
8-1-98	\$14.54	\$0.00	\$14.54	\$24.30
1-1-99	\$15.56	\$0.00	\$15.56	\$25.96
1-1-00	\$15.56	\$0.00	\$15.56	\$25.96
1-1-01	\$15.94	\$0.00	\$15.94	\$26.78
1-1-02	\$16.66	\$0.00	\$16.66	\$28.02

NOTE: Rates are for all bargaining units and non-contract employees with the exception of AFSCME Judicial employees.

Source: Iowa Department of Personnel - Benefits Bureau Data: EHolland.

Workers' Compensation Claims

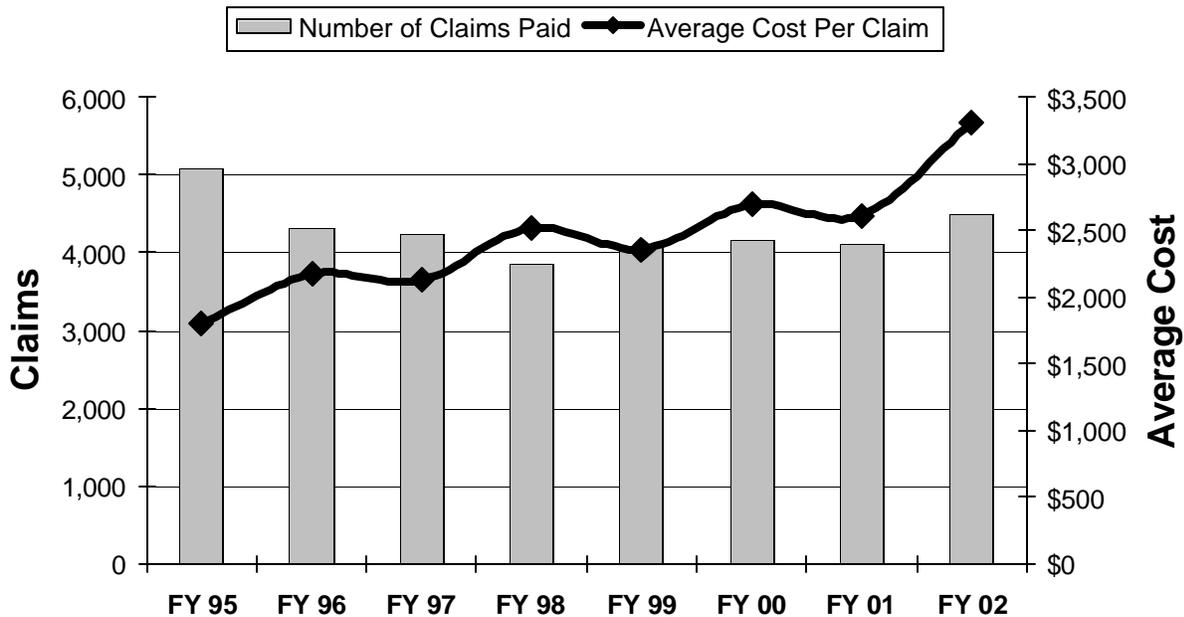
Fiscal Year	Total Claim Dollars Paid*	Percent Change	Injuries Receiving One or More Payments**	Percent Change	Average Cost/Claim in Dollars	Percent Change
FY 95	\$9,126,680	-6.3%	5,075	3.0%	\$1,798	-
FY 96	\$9,410,912	3.1%	4,329	-14.7%	\$2,174	20.9%
FY 97	\$9,052,469	-3.8%	4,251	-1.8%	\$2,129	-2.0%
FY 98	\$9,742,304	7.6%	3,863	-9.1%	\$2,522	18.4%
FY 99	\$9,617,270	-1.3%	4,076	5.5%	\$2,359	-6.4%
FY 00	\$11,264,304	17.1%	4,177	2.5%	\$2,697	14.3%
FY 01	\$10,762,300	-4.5%	4,120	-1.4%	\$2,612	-3.1%
FY 02	\$14,938,337	38.8%	4,513	9.5%	\$3,310	26.7%

* Amount reported on annual financial statement to the Department of Revenue & Finance per GASB-10.

Does not include charges incurred from 3rd party claims payor or other administrative costs.

** New or carryover injuries

Workers' Compensation Claims Paid Compared to Average Cost per Claim



NOTE: The number of claims paid equals the number of injury claims (First Reports filed) receiving one or more payments in a twelve-month period, and includes injuries that occurred in prior fiscal years.

Source: Iowa Department of Personnel - Benefits Bureau Data: GJackson.

Lost Work Days Due to Injury

Fiscal Year	Number of New Claims	Work Days Lost Due to New Claims	Average Days/Claim	Average Days/Claim Percent Change
FY 95	939	21,077	22.4	1.6%
FY 96	910	21,290	23.4	4.2%
FY 97	787	16,731	21.3	-9.1%
FY 98	666	16,578	24.9	17.1%
FY 99	720	16,227	22.5	-9.5%
FY 00	711	19,195	27.0	19.8%
FY 01	689	20,669	30.0	11.1%
FY 02	628	20,952	33.4	11.2%

NOTE: New claim data only. Does not include carryover claims from preceding years.

Workers' Compensation Comparisons by Government Branch

		FY 96	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	
Total Premiums	Premium Revenue**	\$ 11,105,378	\$ 9,516,106	\$ 9,516,106	\$ 9,866,692	\$ 8,562,830	\$ 12,180,000	\$ 12,860,000	
	Percent of Total	Executive	71.94%	68.61%	68.61%	67.90%	64.55%	66.91%	67.97%
		Judicial	0.82%	1.04%	1.04%	1.03%	0.94%	1.16%	1.14%
		Legislative	0.13%	0.17%	0.17%	0.17%	0.23%	0.29%	0.19%
		Regents	27.11%	30.18%	30.18%	30.90%	34.28%	31.64%	30.70%
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Paid Claims	Claim Expense	\$ 9,410,912	\$ 9,052,469	\$ 9,742,304	\$ 9,617,270	\$ 11,264,304	\$ 10,762,300	\$ 14,364,349	
	Percent of Total	Executive	68.33%	68.50%	62.87%	62.27%	59.08%	60.26%	61.02%
		Judicial	1.21%	0.95%	1.01%	0.90%	1.44%	1.25%	1.17%
		Legislative	0.01%	0.09%	0.00%	0.14%	0.06%	0.00%	0.00%
		Regents	30.45%	30.46%	36.12%	36.69%	39.42%	38.49%	37.81%
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

** Premium revenue equals State general fund appropriation and dollars billed to agencies.

Source: Iowa Department of Personnel - Benefits Bureau Data: GJackson.

Unemployment Expenditures

	FY 95	FY 96	FY 97	FY 98
NEW CLAIMS	765	863	730	674
PROTESTS	253	254	221	218
% In Favor of Employer	91.6%	88.9%	89.5%	89.4%
BENEFIT CHARGES PAID	\$756,737.08	\$642,762.20	\$612,402.66	\$594,698.94
SERVICE FEE	*	*	*	*
TOTAL COSTS	\$756,737.08	\$642,762.20	\$612,402.66	\$594,698.94
Credit Balances (Returned to General Fund)	\$9,814.32	\$7,455.19	\$14,076.81	\$9,029.34
NET COSTS (Total Costs - Credits Returned)	\$746,922.76	\$635,307.01	\$598,325.85	\$585,669.60

	FY 99	FY 00	FY 01	FY 02
NEW CLAIMS	637	578	580	858
PROTESTS	255	247	246	219
% In Favor of Employer	88.0%	88.2%	87.4%	87.3%
BENEFIT CHARGES PAID	\$497,767.85	\$567,900.98	\$549,155.30	\$966,785.00
SERVICE FEE	\$23,922.77	\$22,846.50	\$23,982.75	\$23,492.75
TOTAL COSTS	\$521,690.62	\$590,747.48	\$573,138.05	\$990,277.75
Credit Balances (Returned to General Fund)	\$11,393.98	\$20,664.69	\$7,638.30	\$9,195.00
NET COSTS (Total Costs - Credits Returned)	\$510,296.64	\$570,082.79	\$565,499.75	\$981,082.75

* Service fees not tracked by Third Party Administrator prior to Fiscal Year 1999.

NOTE: Unemployment covers the Executive, Legislative, & Judicial Branches.

NOTE: Because of the nature of unemployment insurance costs, figures for recent years may fluctuate slightly.

-Does not include Community-Based Corrections, House, Senate or Regents employees.

Source: Iowa Department of Personnel - Third Party Administrator Query: EHolland.

Unemployment Claims by Department Fiscal Year 2002

DEPARTMENT	Non-Protestable	Protestable			Total Claims
		Favorable	Unfavorable	Pending	
AGRICULTURE	12	3	0	1	16
AUDITOR	*	*	*	*	*
BLIND	0	1	0	0	1
CIVIL RIGHTS	0	0	0	1	1
COLLEGE AID	0	1	0	0	1
COMMERCE	8	0	0	1	9
CORRECTIONS	67	24	2	13	106
CULTURAL AFFAIRS	6	0	1	0	7
ECONOMIC DEVELOPMENT	6	1	0	0	7
EDUCATION	1	1	0	0	2
ELDER AFFAIRS	1	0	0	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0
GENERAL SERVICES	13	5	0	0	18
GOVERNOR'S OFFICE	*	*	*	*	*
HUMAN RIGHTS	1	0	0	0	1
HUMAN SERVICES	128	36	6	13	183
INFORMATION TECHNOLOGY	15	3	0	0	18
INSPECTIONS AND APPEALS	4	3	0	0	7
IOWA COMMUNICATIONS NTWRK	0	0	0	0	0
IOWA PUBLIC TELEVISION	2	1	0	0	3
JUSTICE	0	1	0	0	1
LAW ENFORCEMENT ACADEMY	0	0	0	0	0
MANAGEMENT	*	*	*	*	*
NATURAL RESOURCES	75	8	1	1	85
PAROLE	0	0	0	0	0
PERSONNEL	4	0	0	0	4
PUBLIC DEFENSE	3	1	0	0	4
PUBLIC EMPLOYMENT RELATIONS	1	0	0	0	1
PUBLIC HEALTH	2	1	0	0	3
PUBLIC SAFETY	4	1	0	0	5
REVENUE AND FINANCE	44	5	2	0	51
SECRETARY OF STATE	5	1	0	0	6
TRANSPORTATION	65	32	4	3	104
TREASURER	1	0	0	0	1
VETERAN'S AFFAIRS	15	15	5	2	37
WORKFORCE DEVELOPMENT	*	*	*	*	*
GRAND TOTALS	483	144	21	35	683

* Indicates departments that are not covered by the Unemployment Insurance Administrative Service Contract.

Non-Protestable - Employer unable to protest unemployment claim of a terminated employee (Separation Issue).

Protestable - Employer able to protest unemployment claim of a terminated employee. Decisions based on protest can be in the employer's favor (favorable) or not (unfavorable) or still pending.

NOTE: Unemployment covers the Executive, Legislative, & Judicial Branches. However, the Judicial Branch, Legislative Branch and Fair Authority are not presented in this table.

-Does not include Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - Third Party Administrator Query: EHolland.

Employee Assistance Program Data by Fiscal Year

	FY 95	FY 96	FY 97	FY 98
Number of employees*	21,107	18,537	18,957	19,202
Number of clients served	621	651	759	831
Percent utilization	2.9%	3.5%	4.0%	4.3%
Number of counseling hours	1,687	1,909	1,847	2,005
Average number of counseling hours/client	2.72	2.93	2.43	2.41
IEAP COSTS				
Counseling	\$109,673	\$112,962	\$121,810	\$114,628
Training	\$6,760	\$7,166	\$24,166	\$7,411
TOTAL	\$116,433	\$120,128	\$145,976	\$122,039
Average total counseling costs/client	\$176.61	\$173.52	\$160.49	\$137.94
Average cost/employee	\$5.52	\$6.48	\$7.70	\$6.36

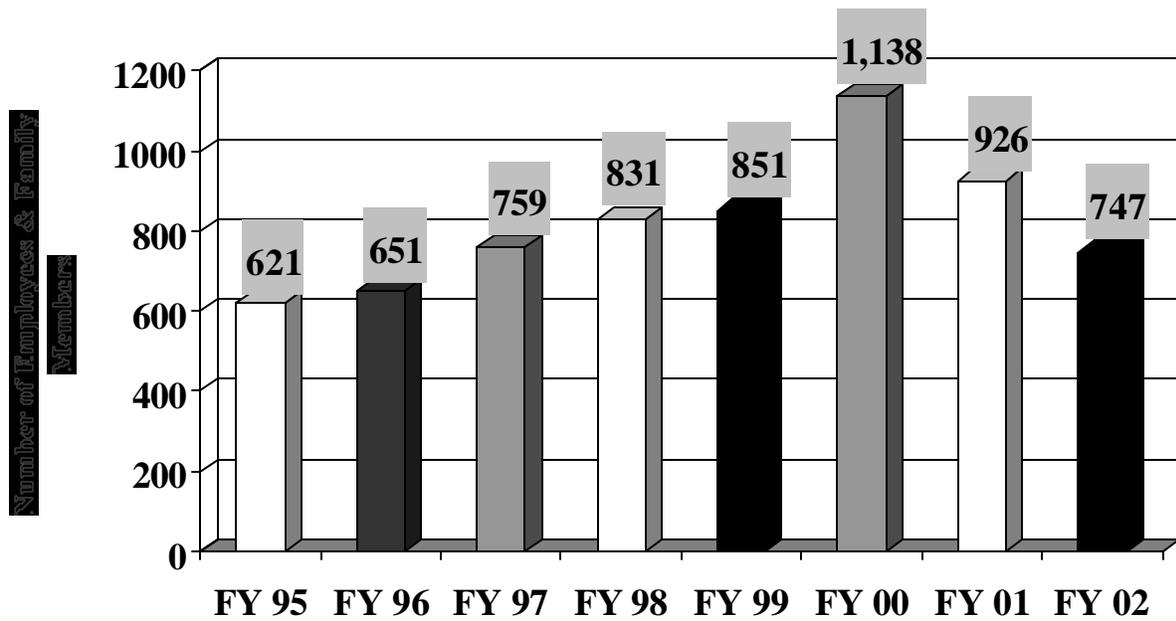
	FY 99	FY 00	FY 01	FY 02
Number of employees*	19,649	20,246	20,359	18,953
Number of clients served	851	1138	926	747
Percent utilization	4.3%	5.6%	4.5%	3.9%
Number of counseling hours	1,859	2,126	2,126	1,701
Average number of counseling hours/client	2.18	1.87	2.30	2.28
IEAP COSTS				
Counseling	\$118,885	\$150,961	\$152,097	\$121,724
Training	\$31,966	\$18,859	\$5,460	\$3,523
TOTAL	\$150,851	\$169,820	\$157,557	\$125,247
Average total counseling costs/client	\$139.70	\$132.66	\$164.25	\$162.95
Average cost/employee	\$7.68	\$8.39	\$7.74	\$6.61

*Includes: Non-Regents Executive Branch
 Regents Board Office
 School for the Deaf
 Braille & Sight Saving School
 1990, added Judicial Branch employees
 1991, added Legislative Branch employees (excluding Legislators)

NOTE: Total Iowa Employee Assistance Program (IEAP) costs do not include brochure, promotional item, travel, or administrative expenses.

Source: Iowa Department of Personnel - IEAP Annual Report

Employee Assistance Program Use by Fiscal Year



Source: Iowa Department of Personnel - Iowa Employee Assistance Program Annual Report: BALLen.

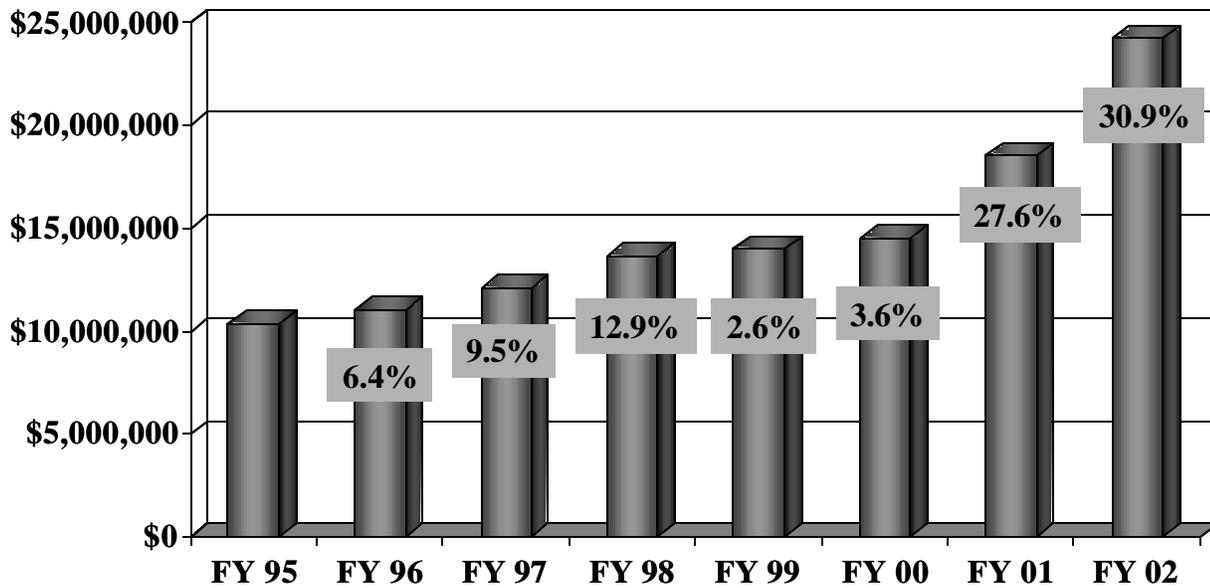
Deferred Compensation Enrollments, Fiscal Year 2002

State Government	# Eligible	# Deferring	Participation
EXECUTIVE BRANCH			
AFSCME			
Clerical (001)	1,956	766	39.2%
Technical (002)	3,627	1,386	38.2%
Blue Collar (003)	2,265	983	43.4%
Fiscal & Staff (004/104)	2,243	1,357	60.5%
Security (006)	1,994	767	38.5%
Patient Care (011)	485	252	52.0%
Subtotal	12,570	5,511	43.8%
UE/IUP			
Social Services (005)	1,384	323	23.3%
Science (009)	423	179	42.3%
Social Services-IMW (015)	647	179	27.7%
Subtotal	2,454	681	27.8%
SPOC			
Public Safety (007)	640	431	67.3%
NONCONTRACT	3,545	2,053	57.9%
TOTAL	19,209	8,676	45.2%
JUDICIAL BRANCH			
AFSCME	739	366	49.5%
NONCONTRACT	1,044	622	59.6%
PPME	111	46	41.4%
TOTAL	1,894	1,034	54.6%
LEGISLATIVE BRANCH			
TOTAL	344	121	35.2%
COMMUNITY BASED CORRECTIONS			
TOTAL	1039	682	65.6%
GRAND TOTAL			
GRAND TOTAL	22,486	10,513	46.8%

Eligibility - Any employee of the State of Iowa working 20+ hours per week or an employee who has a fixed annual salary. This program does not include Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: TMohning.

Deferred Compensation Program Total Amount Deferred



NOTE: Percentages in each bar represent increase from previous fiscal year.

Source: Iowa Department of Personnel - AS/400 Query: TMohning.

Top 25 Most Populous Job Classes, Fiscal Year 2002

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '02 Workforce
1	86406	Correctional Officer	1,506	7.95%
2	03201	Resident Treatment Worker	1,263	6.66%
3	08111	Equipment Operator	847	4.47%
4	03089	Income Maintenance Worker 2	596	3.14%
5	03011	Social Worker 2	545	2.88%
6	00025	Secretary 1	352	1.86%
7	00013	Typist-Advanced	327	1.73%
8	16000	Trooper	324	1.71%
9	00807	Workforce Advisor	307	1.62%
10	00026	Secretary 2	266	1.40%
11	03016	Social Worker 3	234	1.23%
12	02020	Registered Nurse	218	1.15%
13	00018	Clerk - Specialist	206	1.09%
14	03040	Youth Services Worker	170	0.90%
15	86419	Correctional Counselor	166	0.88%
16	00121	Information Technology Specialist 4	165	0.87%
17	00708	Administrative Assistant 1	160	0.84%
18	00122	Information Technology Specialist 5	148	0.78%
19	02002	Licensed Practical Nurse	146	0.77%
20	08375	Automotive Mechanic	133	0.70%
21	00709	Administrative Assistant 2	132	0.70%
22	04513	Environmental Specialist	130	0.69%
23	00306	Accounting Clerk 2	126	0.66%
25	00711	Executive Officer 2	118	0.62%
25	04023	Program Planner 3	118	0.62%
TOTAL			8,703	45.92%

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Top 25 Classes by New Full-Time Hires, Fiscal Year 2002

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '02 Hires
1	03201	Resident Treatment Worker	144	9.2%
2	86406	Correctional Officer	42	2.7%
3	03011	Social Worker 2	31	2.0%
4	02020	Registered Nurse	29	1.8%
5	03345	Child Support Recovery Officer	15	1.0%
6	03040	Youth Services Worker	14	0.9%
7	01071	Education Program Consultant	13	0.8%
8	03174	Disability Examiner	12	0.8%
12	04513	Environmental Specialist	9	0.6%
12	00013	Typist-Advanced	9	0.6%
12	00807	Workforce Advisor	9	0.6%
12	02060	Community Health Consultant	9	0.6%
14	07005	Custodial Worker	8	0.5%
14	04022	Program Planner 2	8	0.5%
20	00708	Administrative Assistant 1	7	0.4%
20	04538	Health Facilities Surveyor	7	0.4%
20	00018	Clerk - Specialist	7	0.4%
20	02569	Rehabilitation Counselor	7	0.4%
20	05301	Natural Resoures Technician 1	7	0.4%
20	07200	Food Service Worker	7	0.4%
25	03220	Psychiatric Security Specialist	6	0.4%
25	00710	Executive Officer 1	6	0.4%
25	00017	Clerk - Advanced	6	0.4%
25	00026	Secretary 2	6	0.4%
25	02002	Licensed Practical Nurse	6	0.4%
Totals			424	64.9%

NOTE: There were 653 total nonpromotional hires in Fiscal Year 2002.

NOTE: Hires represent all nonpromotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Total New Full-Time Hires by Fiscal Year by Department

DEPARTMENT	FY 95			FY 96			FY 97			FY 98		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
AGRICULTURE	11	421	2.6%	12	435	2.8%	18	428	4.2%	15	425	3.5%
AUDITOR	11	100	11.0%	18	119	15.1%	22	122	18.0%	27	120	22.5%
BLIND	1	91	1.1%	2	91	2.2%	8	92	8.7%	6	91	6.6%
CIVIL RIGHTS	2	29	6.9%	0	27	0.0%	0	29	0.0%	0	28	0.0%
COLLEGE AID	2	37	5.4%	0	36	0.0%	2	37	5.4%	2	32	6.3%
COMMERCE	9	331	2.7%	6	327	1.8%	19	322	5.9%	16	315	5.1%
CORRECTIONS	116	1,937	6.0%	165	2,092	7.9%	386	2,323	16.6%	468	2,605	18.0%
CULTURAL AFFAIRS	4	71	5.6%	5	72	6.9%	5	74	6.8%	10	83	12.0%
ECONOMIC DEVELOPMENT	8	163	4.9%	6	158	3.8%	13	134	9.7%	14	137	10.2%
EDUCATION	27	600	4.5%	23	595	3.9%	47	588	8.0%	49	590	8.3%
ELDER AFFAIRS	0	27	0.0%	0	25	0.0%	1	28	3.6%	1	25	4.0%
ETHICS/CAMPAIGN DISCLOSURE	0	8	0.0%	0	8	0.0%	0	8	0.0%	3	8	37.5%
GENERAL SERVICES	6	343	1.7%	9	336	2.7%	22	311	7.1%	33	202	16.3%
GOVERNOR'S OFFICE	2	41	4.9%	4	46	8.7%	4	42	9.5%	2	36	5.6%
HUMAN RIGHTS	0	48	0.0%	1	45	2.2%	2	44	4.5%	4	43	9.3%
HUMAN SERVICES	175	5,504	3.2%	184	5,327	3.5%	254	5,176	4.9%	391	5,172	7.6%
INFORMATION TECHNOLOGY	*	*	*	*	*	*	*	*	*	6	137	4.4%
INSPECTIONS AND APPEALS	20	368	5.4%	23	390	5.9%	46	424	10.8%	37	437	8.5%
IOWA COMMUNICATIONS NTRWK	1	11	9.1%	21	38	55.3%	13	44	29.5%	18	70	25.7%
IOWA PUBLIC TELEVISION	5	113	4.4%	8	121	6.6%	10	124	8.1%	16	129	12.4%
JUSTICE	14	183	7.7%	11	183	6.0%	19	194	9.8%	15	197	7.6%
LAW ENFORCEMENT ACADEMY	0	23	0.0%	1	24	4.2%	3	27	11.1%	2	26	7.7%
MANAGEMENT	0	27	0.0%	2	33	6.1%	0	32	0.0%	0	31	0.0%
NATURAL RESOURCES	17	748	2.3%	18	770	2.3%	42	791	5.3%	34	797	4.3%
PAROLE	0	10	0.0%	0	10	0.0%	0	9	0.0%	0	11	0.0%
PERSONNEL	4	133	3.0%	9	138	6.5%	8	133	6.0%	14	144	9.7%
PUBLIC DEFENSE	13	214	6.1%	11	221	5.0%	13	222	5.9%	28	223	12.6%
PUBLIC EMPLOYMENT RELATIONS	2	12	16.7%	0	12	0.0%	0	12	0.0%	1	12	8.3%
PUBLIC HEALTH	10	280	3.6%	8	280	2.9%	12	278	4.3%	24	309	7.8%
PUBLIC SAFETY	48	830	5.8%	56	867	6.5%	59	886	6.7%	53	891	5.9%
REVENUE AND FINANCE	9	600	1.5%	19	608	3.1%	23	592	3.9%	11	572	1.9%
SECRETARY OF STATE	2	37	5.4%	0	36	0.0%	1	36	2.8%	5	40	12.5%
TRANSPORTATION	74	3,518	2.1%	125	3,550	3.5%	162	3,444	4.7%	181	3,426	5.3%
TREASURER	1	24	4.2%	2	24	8.3%	5	23	21.7%	2	20	10.0%
VETERAN'S AFFAIRS	59	695	8.5%	53	721	7.4%	93	719	12.9%	88	710	12.4%
WORKFORCE DEVELOPMENT	31	929	3.3%	8	881	0.9%	31	892	3.5%	45	864	5.2%
GRAND TOTALS	684	18,506	3.7%	810	18,646	4.3%	1,343	18,640	7.2%	1,621	18,958	8.6%

* Department not in existence at the time.

NOTE: New hires represent all nonpromotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Total New Full-Time Hires by Fiscal Year by Department (cont.)

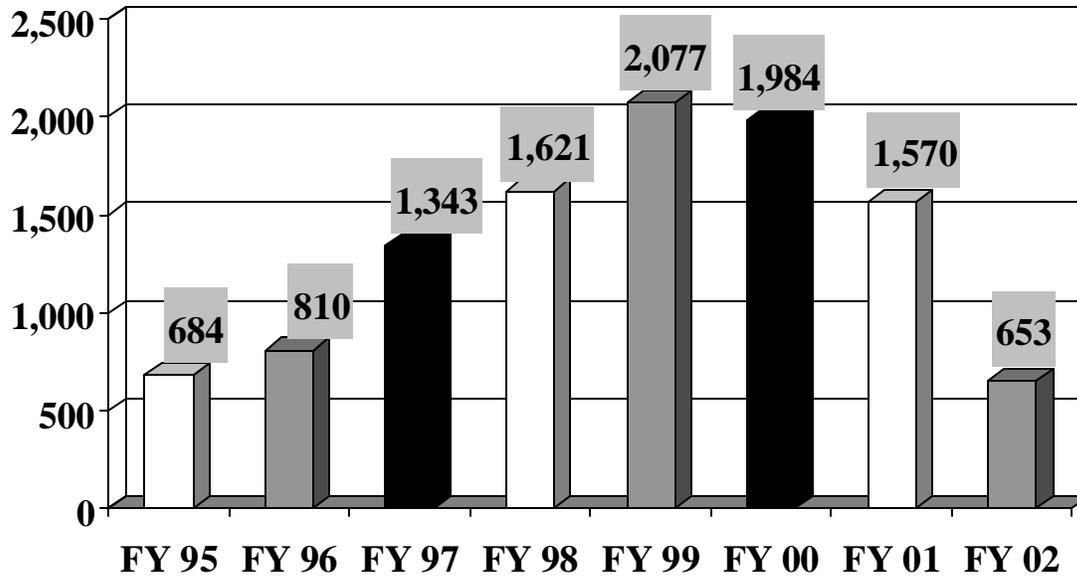
DEPARTMENT	FY 99			FY 00			FY 01			FY 02		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
AGRICULTURE	24	424	5.7%	32	440	7.3%	20	432	4.6%	9	381	2.4%
AUDITOR	31	125	24.8%	32	128	25.0%	20	117	17.1%	3	101	3.0%
BLIND	3	90	3.3%	14	99	14.1%	9	100	9.0%	5	95	5.3%
CIVIL RIGHTS	1	35	2.9%	2	32	6.3%	5	36	13.9%	0	35	0.0%
COLLEGE AID	4	35	11.4%	3	35	8.6%	5	35	14.3%	2	36	5.6%
COMMERCE	32	319	10.0%	29	316	9.2%	20	314	6.4%	10	293	3.4%
CORRECTIONS	427	2,815	15.2%	478	3,069	15.6%	234	3,074	7.6%	71	2,863	2.5%
CULTURAL AFFAIRS	10	88	11.4%	5	85	5.9%	4	83	4.8%	0	70	0.0%
ECONOMIC DEVELOPMENT	21	143	14.7%	59	185	31.9%	23	190	12.1%	25	201	12.4%
EDUCATION	55	600	9.2%	41	591	6.9%	58	613	9.5%	38	612	6.2%
ELDER AFFAIRS	3	27	11.1%	4	26	15.4%	6	31	19.4%	4	29	13.8%
ETHICS/CAMPAIGN DISCLOSURE	1	8	12.5%	0	8	0.0%	0	8	0.0%	0	5	0.0%
GENERAL SERVICES	25	212	11.8%	24	212	11.3%	13	206	6.3%	4	174	2.3%
GOVERNOR'S OFFICE	23	41	56.1%	8	47	17.0%	4	47	8.5%	7	44	15.9%
HUMAN RIGHTS	8	47	17.0%	9	48	18.8%	1	52	1.9%	3	51	5.9%
HUMAN SERVICES	567	5,320	10.7%	533	5,428	9.8%	545	5,477	10.0%	241	5,136	4.7%
INFORMATION TECHNOLOGY	6	137	4.4%	10	144	6.9%	19	136	14.0%	4	113	3.5%
INSPECTIONS AND APPEALS	28	449	6.2%	47	468	10.0%	31	481	6.4%	17	456	3.7%
IOWA COMMUNICATIONS NTWRK	24	88	27.3%	11	93	11.8%	16	99	16.2%	5	97	5.2%
IOWA PUBLIC TELEVISION	21	139	15.1%	11	135	8.1%	13	129	10.1%	5	123	4.1%
JUSTICE	23	204	11.3%	28	208	13.5%	13	218	6.0%	10	210	4.8%
LAW ENFORCEMENT ACADEMY	4	31	12.9%	0	29	0.0%	3	31	9.7%	1	30	3.3%
MANAGEMENT	0	27	0.0%	5	31	16.1%	1	30	3.3%	1	27	3.7%
NATURAL RESOURCES	44	803	5.5%	57	836	6.8%	40	864	4.6%	36	853	4.2%
PAROLE	1	10	10.0%	1	12	8.3%	1	12	8.3%	1	11	9.1%
PERSONNEL	11	144	7.6%	25	159	15.7%	12	159	7.5%	6	148	4.1%
PUBLIC DEFENSE	52	265	19.6%	29	276	10.5%	28	294	9.5%	26	306	8.5%
PUBLIC EMPLOYMENT RELATIONS	0	12	0.0%	1	12	8.3%	0	12	0.0%	0	9	0.0%
PUBLIC HEALTH	37	329	11.2%	38	346	11.0%	49	373	13.1%	32	372	8.6%
PUBLIC SAFETY	79	916	8.6%	63	943	6.7%	71	946	7.5%	5	898	0.6%
REVENUE AND FINANCE	31	567	5.5%	28	566	4.9%	12	560	2.1%	3	491	0.6%
SECRETARY OF STATE	6	38	15.8%	4	40	10.0%	3	41	7.3%	0	30	0.0%
TRANSPORTATION	337	3,562	9.5%	199	3,569	5.6%	156	3,533	4.4%	8	3,139	0.3%
TREASURER	12	20	60.0%	6	21	28.6%	8	21	38.1%	5	24	20.8%
VETERAN'S AFFAIRS	87	697	12.5%	102	762	13.4%	82	754	10.9%	54	733	7.4%
WORKFORCE DEVELOPMENT	39	850	4.6%	46	847	5.4%	45	851	5.3%	12	757	1.6%
GRAND TOTALS	2,077	19,617	10.6%	1,984	20,246	9.8%	1,570	20,359	7.7%	653	18,953	3.4%

NOTE: New hires represent all nonpromotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Total New Full-Time Hires by Fiscal Year

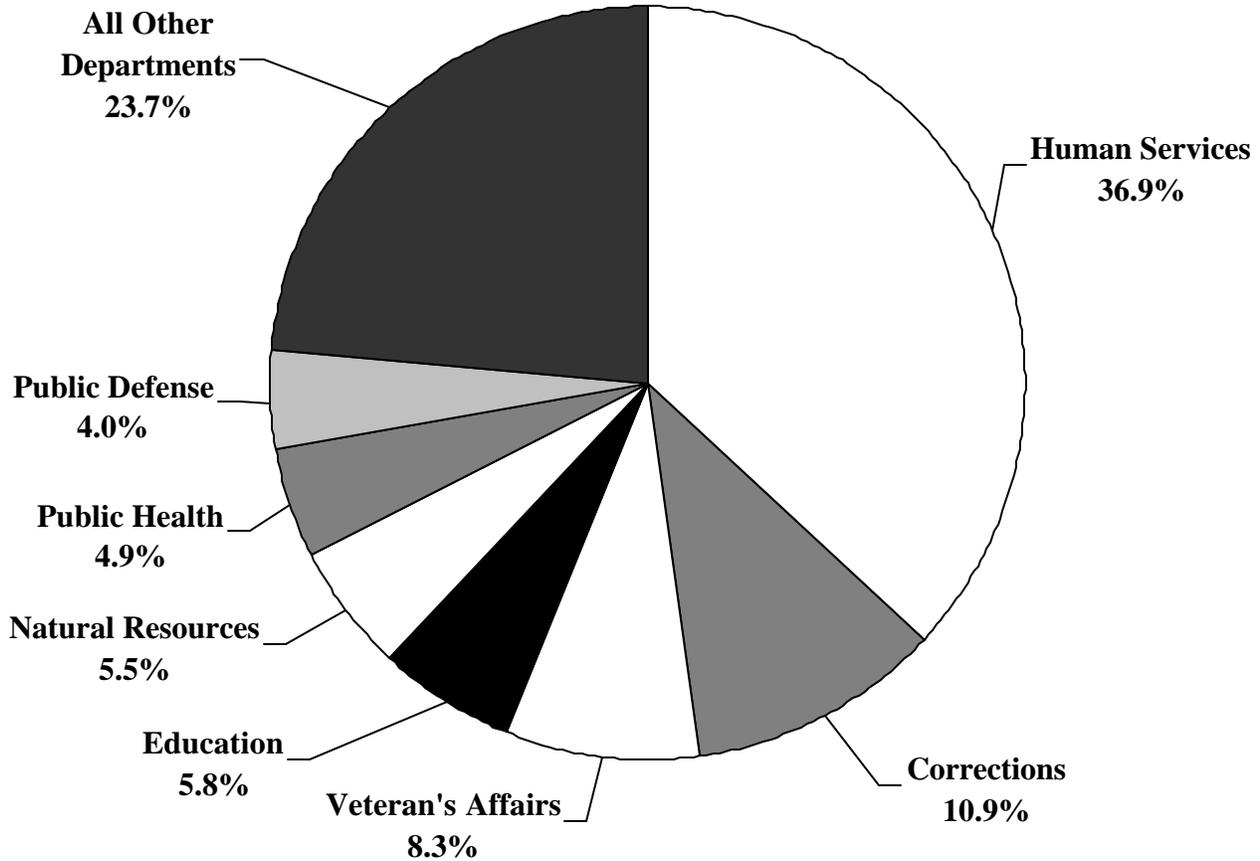


NOTE: New hires represent all nonpromotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

New Full-Time Hire Percentages by Department, Fiscal Year 2002



NOTE: Percentages are rounded and may not sum to exactly 100%.

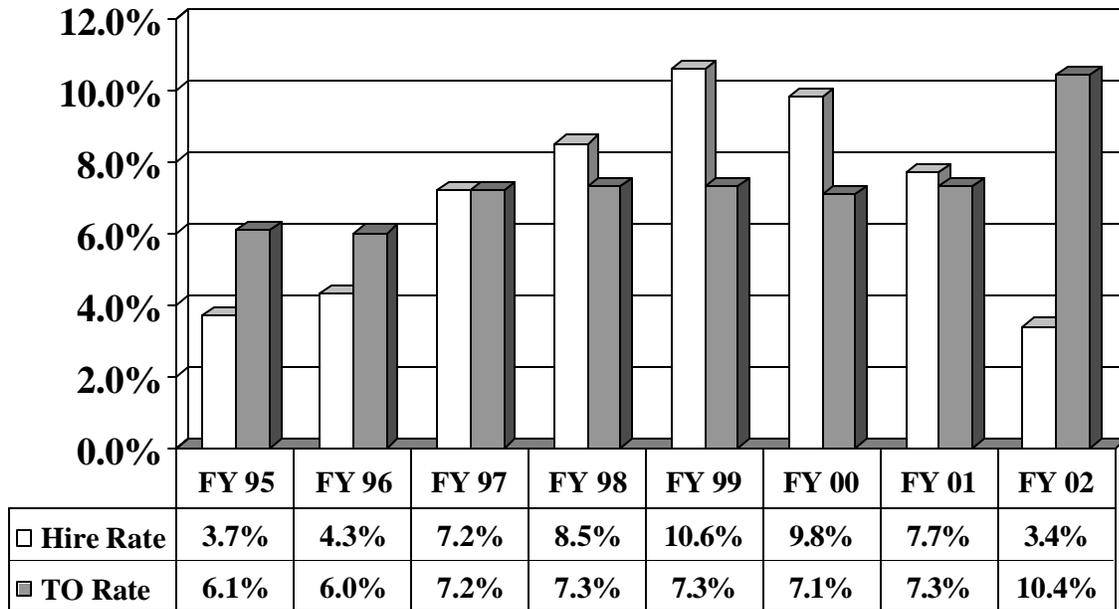
NOTE: New hires represent all nonpromotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

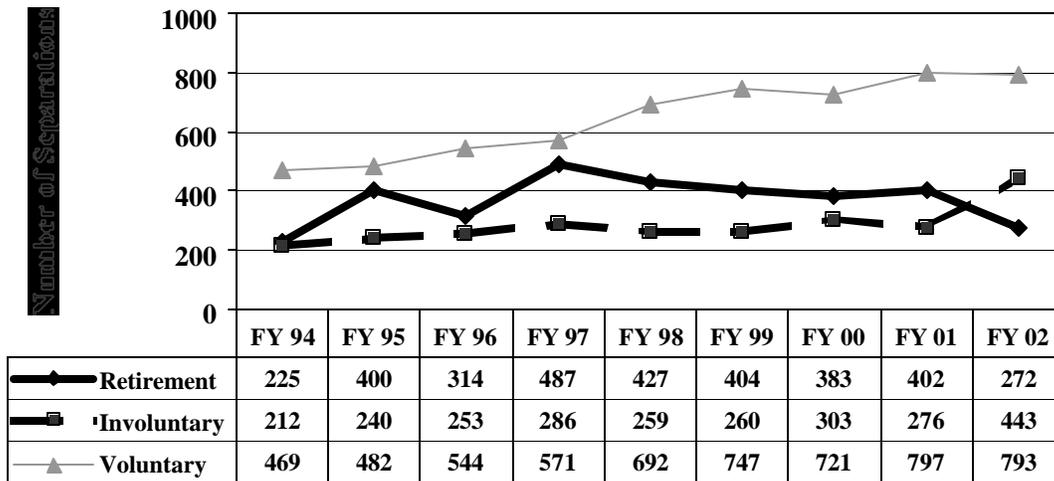
Executive Branch Full-Time Employee New Hire Rate and Separation Rate

NOTE: Hires represent all nonpromotional hires into state government. Not included are all promotional and transfer hires.



NOTE: Executive Branch separation rate includes only individuals who have left Executive Branch employment (Includes Early Out separations).

Separation Type



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

NOTE: Does not include the 529 employees who chose the optional early out option in FY '02.
Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Top 25 Executive Branch Separations by Class, Fiscal Year 2002

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '02 Separations
1	03201	Resident Treatment Worker	156	7.7%
2	86406	Correctional Officer	127	6.2%
3	03011	Social Worker 2	71	3.5%
4	08111	Equipment Operator	61	3.0%
5	00025	Secretary 1	58	2.8%
6	00013	Typist-Advanced	52	2.6%
7	03089	Income Maintenance Worker 2	50	2.5%
8	02020	Registered Nurse	41	2.0%
9	04319	Construction Technician Assistant	32	1.6%
10	00807	Workforce Advisor	31	1.5%
11	00018	Clerk - Specialist	27	1.3%
12	00026	Secretary 2	26	1.3%
13	03016	Social Worker 3	25	1.2%
14	00786	Public Service Executive 4	21	1.0%
15	03040	Youth Services Worker	20	1.0%
16	16000	Trooper	19	0.9%
19	00017	Clerk - Advanced	18	0.9%
19	00787	Public Service Executive 5	18	0.9%
19	02002	Licensed Practical Nurse	18	0.9%
21	00708	Administrative Assistant	17	0.8%
21	04320	Construction Technician	17	0.8%
22	08117	Highway Maintenance Supervisor	16	0.8%
24	04321	Construction Technician Senior	15	0.7%
24	90711	Executive Officer 2	15	0.7%
25	00120	Information Technology Specialist 3	14	0.7%
25	00122	Information Technology Specialist 5	14	0.7%
25	90026	Secretary 2	14	0.7%
TOTALS			993	48.7%

NOTE: There were a total of 2,037 individuals who separated from Executive Branch employment in Fiscal Year 2002 (Includes Early Out separations).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Separations by Department

DEPARTMENT	FY 95			FY 96			FY 97			FY 98		
	Retires	Terms	Quits									
AGRICULTURE	13	4	11	13	3	12	16	3	7	8	2	9
AUDITOR	0	0	13	1	0	12	1	0	12	1	0	23
BLIND	4	0	1	2	2	4	3	0	3	1	2	3
CIVIL RIGHTS	0	0	1	1	0	0	0	0	1	0	0	0
COLLEGE AID	1	0	1	0	0	1	0	1	1	1	1	2
COMMERCE	2	2	8	8	1	13	7	1	19	7	0	15
CORRECTIONS	32	27	59	28	44	70	39	51	87	35	52	111
CULTURAL AFFAIRS	0	1	4	1	1	4	1	0	3	0	1	3
ECONOMIC DEVELOPMENT	1	0	9	1	2	5	1	0	9	3	0	8
EDUCATION	16	6	19	12	2	13	21	8	22	24	4	28
ELDER AFFAIRS	1	0	0	1	1	1	0	0	0	3	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0	0	0	0	1
GENERAL SERVICES	8	5	7	9	8	6	16	9	22	11	7	8
GOVERNOR'S OFFICE	1	0	9	1	0	5	0	5	2	0	5	2
HUMAN RIGHTS	0	0	4	0	1	2	0	0	1	3	0	3
HUMAN SERVICES	103	82	152	90	89	209	130	87	175	109	67	205
INFORMATION TECHNOLOGY	*	*	*	*	*	*	*	*	*	6	0	4
INSPECTIONS AND APPEALS	8	5	10	13	3	13	9	1	10	7	6	17
IOWA COMMUNICATIONS NTWRK	0	0	0	0	2	6	1	0	8	0	2	4
IOWA PUBLIC TELEVISION	1	1	2	1	1	2	2	1	2	4	2	3
JUSTICE	0	1	6	0	1	10	0	0	6	1	1	10
LAW ENFORCEMENT ACADEMY	0	1	0	0	0	0	1	0	0	0	0	0
MANAGEMENT	0	0	0	0	0	0	1	0	0	0	0	2
NATURAL RESOURCES	12	2	13	6	6	15	7	1	17	17	2	20
PAROLE	0	0	0	0	0	0	0	0	0	0	0	0
PERSONNEL	4	0	7	2	0	2	3	2	7	1	1	8
PUBLIC DEFENSE	4	2	9	6	3	11	4	3	10	5	4	18
PERB	0	0	0	0	0	0	1	0	0	0	0	0
PUBLIC HEALTH	4	0	8	4	3	7	6	2	5	6	2	9
PUBLIC SAFETY	22	7	18	7	4	16	20	2	13	17	1	27
REVENUE AND FINANCE	18	6	8	10	8	2	16	4	15	14	4	15
SECRETARY OF STATE	0	3	2	0	1	1	1	0	0	3	0	4
TRANSPORTATION	110	37	48	69	31	45	141	47	50	105	44	46
TREASURER	0	0	2	0	0	2	1	2	2	0	2	3
VETERAN'S AFFAIRS	12	34	31	8	28	37	11	41	43	5	40	48
WORKFORCE DEVELOPMENT	23	14	20	20	8	18	27	15	19	30	7	32
GRAND TOTALS	400	240	482	314	253	544	487	286	571	427	259	692
AVERAGE AGE	61.94	42.00	38.38	62.31	41.78	37.49	61.84	42.75	38.07	62.01	42.39	37.66
AVERAGE LENGTH OF SERVICE	22.64	8.46	6.74	21.63	8.66	6.58	24.83	9.17	6.67	23.59	7.61	5.52

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

* Executive Branch separations includes only individuals who have left Executive Branch employment, but does not include the 529 employees who chose the early out option in FY '02.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Separations by Department (cont.)

DEPARTMENT	FY 99			FY 00			FY 01			FY 02		
	Retires	Terms	Quits									
AGRICULTURE	18	1	5	13	2	12	7	3	13	8	14	11
AUDITOR	0	1	20	1	0	24	1	0	21	1	6	10
BLIND	0	0	4	3	1	5	5	0	3	4	4	1
CIVIL RIGHTS	0	0	1	0	0	1	1	0	0	1	0	0
COLLEGE AID	0	0	2	2	0	0	1	0	3	1	0	1
COMMERCE	5	1	23	8	4	19	9	1	17	3	11	10
CORRECTIONS	33	55	118	31	62	134	26	64	140	24	64	138
CULTURAL AFFAIRS	0	1	1	1	1	6	0	2	6	0	6	4
ECONOMIC DEVELOPMENT	2	0	16	1	1	22	5	2	14	1	1	17
EDUCATION	20	5	22	22	3	27	24	6	20	13	2	22
ELDER AFFAIRS	0	2	1	1	0	4	3	1	1	1	1	3
ETHICS/CAMPAIGN DISCLOSURE	1	0	0	0	0	1	0	0		1	0	0
GENERAL SERVICES	5	1	9	6	6	6	8	2	14	3	13	12
GOVERNOR'S OFFICE	4	0	15	1	0	2	1	0	3	0	0	10
HUMAN RIGHTS	1	1	3	0	2	4	1	1	1	0	1	2
HUMAN SERVICES	93	91	217	82	115	198	114	112	236	85	163	253
INFORMATION TECHNOLOGY	4	1	3	3	0	2	2	2	4	2	10	2
INSPECTIONS AND APPEALS	10	3	14	17	3	14	10	4	12	3	4	23
IOWA COMMUNICATIONS NETWORK	1	3	9	2	0	6	1	1	9	0	0	5
IOWA PUBLIC TELEVISION	1	0	7	1	2	12	4	2	9	1	1	5
JUSTICE	1	3	7	2	1	13	2	0	6	0	0	14
LAW ENFORCEMENT ACADEMY	0	0	2	0	1	0	0	0	1	1	0	0
MANAGEMENT	0	0	4	0	0	1	0	2	1	0	0	1
NATURAL RESOURCES	22	2	17	11	3	16	13	2	17	7	2	23
PAROLE	1	0	1	0	0	1	0	0	1	1	1	0
PERSONNEL	5	1	8	4	2	10	1	0	10	1	1	6
PUBLIC DEFENSE	5	0	11	7	2	11	2	1	12	6	4	9
PUBLIC EMPLOYMENT RELATION	0	0	0	0	0	0	0	0	0	0	3	0
PUBLIC HEALTH	5	3	11	10	6	12	6	4	15	10	5	15
PUBLIC SAFETY	29	3	20	11	4	15	21	7	29	17	8	18
REVENUE AND FINANCE	9	6	16	12	5	7	11	3	6	7	16	5
SECRETARY OF STATE	1	0	8	1	0	1	0	0	2	0	4	3
TRANSPORTATION	92	37	67	77	38	75	85	25	93	44	60	106
TREASURER	0	2	7	0	1	2	0	2	6	0	1	1
VETERAN'S AFFAIRS	14	33	50	15	31	39	12	19	53	11	20	39
WORKFORCE DEVELOPMENT	22	4	28	38	7	19	26	8	19	15	17	24
GRAND TOTALS	404	260	747	383	303	721	402	276	797	272	443	793
AVERAGE AGE	61.55	39.63	37.73	61.52	40.51	37.14	61.17	40.99	37.08	61.32	42.27	37.38
AVERAGE LENGTH OF SERVICE	23.37	6.67	5.59	23.97	6.96	4.77	24.74	6.44	4.36	22.73	8.21	5.20

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

* Executive Branch separations includes only individuals who have left Executive Branch employment, but does not include the 529 employees who chose the early out option in FY '02.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '01	FT Employees FY '02	Hires	Transfer In	Retires	Terms	Quits	Early Out	Transfer Out	Hire Rate	Separation Rate
AGRICULTURE	432	381	9	0	8	14	11	21	2	2.21%	13.78%
AUDITOR	117	101	3	0	1	6	10	1	0	2.75%	16.51%
BLIND	100	95	5	1	4	4	1	3	0	6.15%	12.31%
CIVIL RIGHTS	36	35	0	0	1	0	0	0	0	0.00%	2.82%
COLLEGE AID	35	36	2	0	1	0	1	0	0	5.63%	5.63%
COMMERCE	314	293	10	0	3	11	10	6	1	3.29%	10.21%
CORRECTIONS	3,074	2,863	71	2	24	64	138	35	18	2.46%	9.40%
CULTURAL AFFAIRS	83	70	0	1	0	6	4	1	2	1.31%	16.99%
ECONOMIC DEVELOPMENT	190	201	25	7	1	1	17	1	3	16.37%	11.76%
EDUCATION	613	612	38	12	13	2	22	13	4	8.16%	8.82%
ELDER AFFAIRS	31	29	4	3	1	1	3	0	2	23.33%	23.33%
ETHICS/CAMPAIGN DISCLOSURE	8	5	0	0	1	0	0	1	1	0.00%	46.15%
GENERAL SERVICES	206	174	4	2	3	13	12	5	2	3.16%	18.42%
GOVERNOR'S OFFICE	47	44	7	6	0	0	10	0	4	28.57%	30.77%
HUMAN RIGHTS	52	51	3	0	0	1	2	1	1	5.83%	9.71%
HUMAN SERVICES	5,477	5,136	241	7	85	163	253	103	21	4.67%	11.78%
INFORMATION TECHNOLOGY	136	113	4	3	2	10	2	10	2	5.62%	20.88%
INSPECTIONS AND APPEALS	481	456	17	3	3	4	23	8	5	4.27%	9.18%
IOWA COMMUNICATIONS NTRWK	99	97	5	2	0	0	5	3	2	7.14%	10.20%
IOWA PUBLIC TELEVISION	129	123	5	0	1	1	5	3	1	3.97%	8.73%
JUSTICE	218	210	10	1	0	0	14	2	1	5.14%	7.94%
LAW ENFORCEMENT ACADEMY	31	30	1	1	1	0	0	1	0	6.56%	6.56%
MANAGEMENT	30	27	1	0	0	0	1	3	1	3.51%	17.54%
NATURAL RESOURCES	864	853	36	3	7	2	23	20	1	4.54%	6.17%
PAROLE	12	11	1	1	1	1	0	0	0	17.39%	17.39%
PERSONNEL	159	148	6	2	1	1	6	3	5	5.21%	10.42%
PUBLIC DEFENSE	294	306	26	5	6	4	9	5	3	10.33%	9.00%
PUBLIC EMPLOYMENT RELATIONS	12	9	0	0	0	3	0	0	0	0.00%	28.57%
PUBLIC HEALTH	373	372	32	9	10	5	15	7	1	11.01%	10.20%
PUBLIC SAFETY	946	898	5	3	17	8	18	10	3	0.87%	6.07%
REVENUE AND FINANCE	560	491	3	1	7	16	5	28	6	0.76%	11.80%
SECRETARY OF STATE	41	30	0	0	0	4	3	2	2	0.00%	30.99%
TRANSPORTATION	3,533	3,139	8	*	44	60	106	176	*	NA	NA
TREASURER	21	24	5	0	0	1	1	0	0	22.22%	8.89%
VETERAN'S AFFAIRS	754	733	54	3	11	20	39	6	1	7.67%	10.36%
WORKFORCE DEVELOPMENT	851	757	12	7	15	17	24	51	9	2.36%	14.43%
GRAND TOTALS	20,359	18,953	653	85	272	443	793	529	104	3.32%	10.36%

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

NOTE: Transfer In and Transfer Out indicate movement from one executive branch department to another only. Intra-agency transfers are not included.

NOTE: Rates determined by dividing by the average of FY '00 FT employee headcount and FY '01 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '01.

NOTE: The Grand Total Hire and Separation rates do not include transfers as these actions are neither hires within or separations from the enterprise.

NOTE: Large rates for small department are misleading because they are a function of the small number of employees in that department. (ex: Treasurer's Office & Elder Affairs).

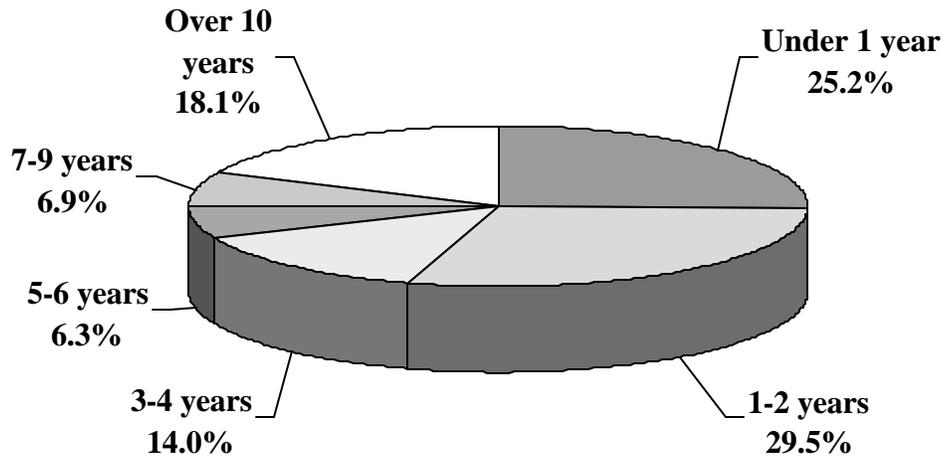
* Data not available.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

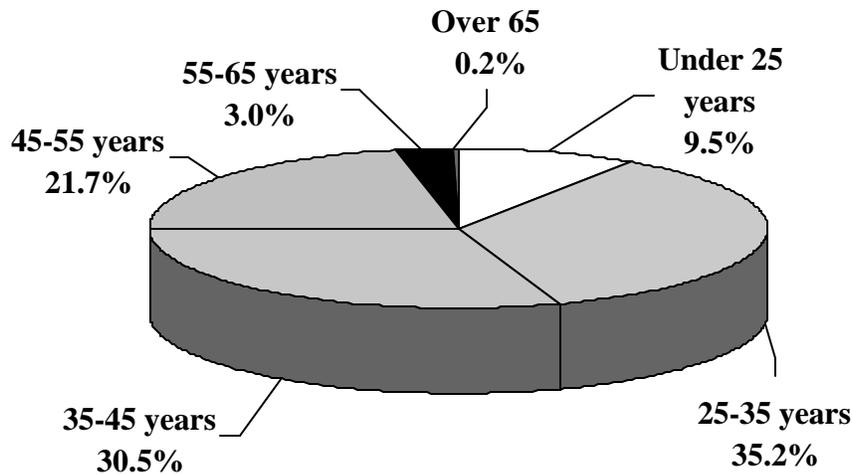
Voluntary Executive Branch Separations by Length of Service

(5 YEAR AVERAGE)



Voluntary Executive Branch Separations by Age Group

(5 YEAR AVERAGE)



NOTE: Voluntary Executive Branch separations includes only individuals who have voluntarily left Executive Branch employment. Retirements and employees choosing the early out option are not included in voluntary separations. Also, percentages are rounded and may not sum to exactly 100%.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

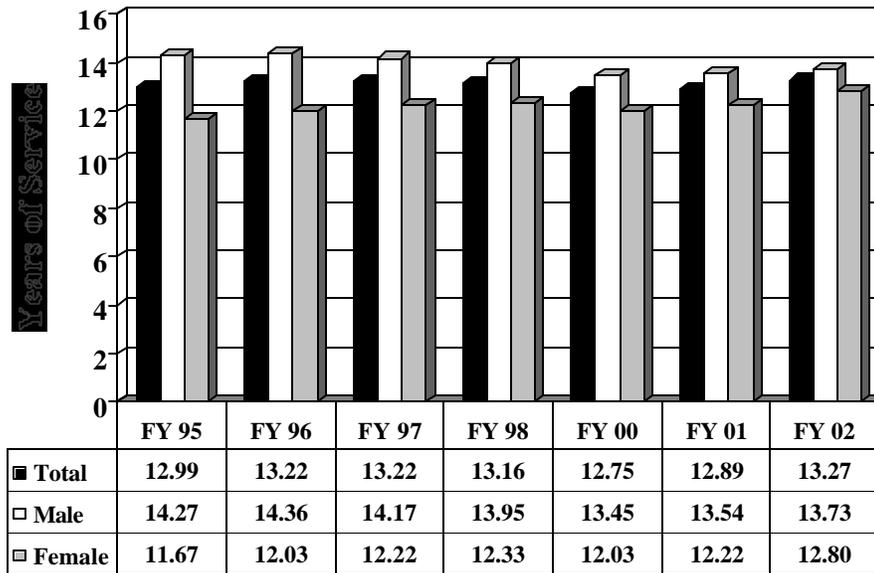
Separation Payouts by Department, Fiscal Year 2002

DEPARTMENT	Vacation Payout	Sick Leave Payout
AGRICULTURE	\$159,115.33	\$14,294.52
AUDITOR	\$21,267.51	\$2,000.00
BLIND	\$47,664.24	\$6,718.06
CIVIL RIGHTS	\$1,736.47	\$353.79
COLLEGE AID	\$1,385.76	\$2,000.00
COMMERCE	\$123,105.03	\$3,907.36
CORRECTIONS	\$447,494.00	\$42,331.34
CULTURAL AFFAIRS	\$37,440.58	\$1,689.55
ECONOMIC DEVELOPMENT	\$60,719.51	\$2,000.00
EDUCATION	\$179,622.90	\$26,787.72
ELDER AFFAIRS	\$9,951.38	\$2,092.96
ETHICS/CAMPAIGN DISCLOSURE	\$6,694.17	\$2,000.00
GENERAL SERVICES	\$98,235.57	\$6,918.75
GOVERNOR'S OFFICE	\$31,358.57	\$0.00
HUMAN RIGHTS	\$4,834.57	\$0.00
HUMAN SERVICES	\$1,222,485.77	\$140,040.95
INFORMATION TECHNOLOGY	\$120,073.45	\$4,000.00
INSPECTIONS AND APPEALS	\$85,996.65	\$8,058.91
IOWA COMMUNICATONS NETWORK	\$31,643.22	\$0.00
IOWA PUBLIC TELEVISION	\$67,751.17	\$2,000.00
JUSTICE	\$55,686.03	\$0.00
LAW ENFORCEMENT ACADEMY	\$5,063.44	\$0.00
MANAGEMENT	\$18,135.87	\$0.00
NATURAL RESOURCES	\$229,708.76	\$8,051.82
PAROLE BOARD	\$5,725.13	\$2,177.14
PERSONNEL	\$68,904.96	\$2,000.00
PUBLIC DEFENSE	\$57,365.34	\$8,325.83
PUBLIC EMPLOYEE RELATIONS	\$19,099.15	\$14.39
PUBLIC HEALTH	\$113,801.35	\$13,024.79
PUBLIC SAFETY	\$307,442.32	\$6,790.94
REVENUE AND FINANCE	\$227,345.26	\$14,541.65
SECRETARY OF STATE	\$51,107.76	\$0.00
TRANSPORTATION	\$509,602.01	\$83,966.22
TREASURER	\$526.40	\$0.00
VETERAN AFFAIRS	\$132,675.73	\$20,541.90
WORKFORCE DEVELOPMENT	\$400,231.67	\$28,042.83
GRAND TOTALS	\$4,960,997.03	\$454,671.42

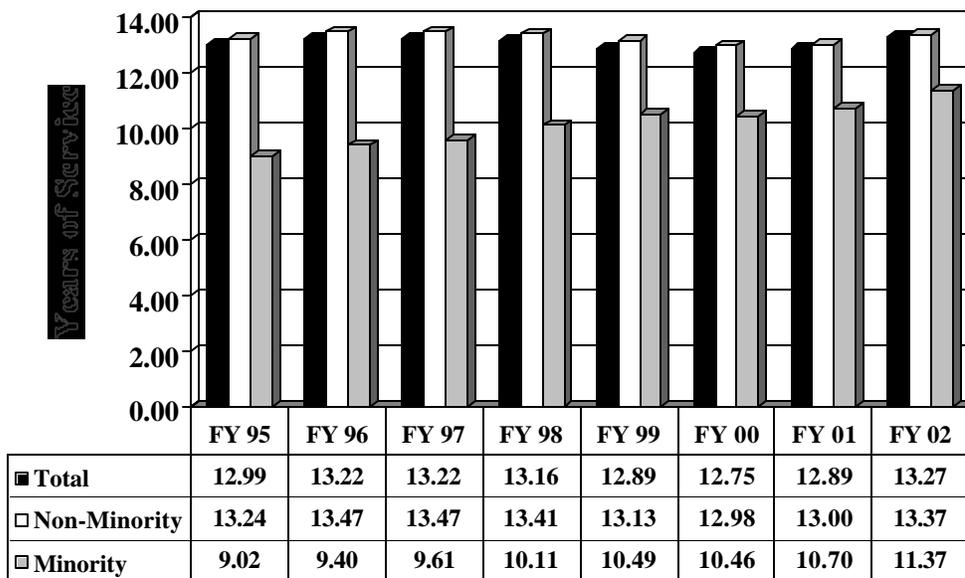
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel & Iowa Department of Transportation - HRIS : TMohning.

Average Length of Service by Gender



Average Length of Service by Minority Status



NOTE: Minority status based on self-report during orientation process for new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Average Length of Service & Age by Department, Fiscal Year 2002

Department	Workforce	Ave LOS	Ave Age
AGRICULTURE	381	13.80	48.45
AUDITOR	101	10.24	36.81
BLIND	95	12.57	47.73
CIVIL RIGHTS	35	12.00	49.55
COLLEGE AID	36	10.86	46.94
COMMERCE	293	13.71	46.15
CORRECTIONS	2,863	10.37	43.52
CULTURAL AFFAIRS	70	12.81	48.68
ECONOMIC DEVELOPMENT	201	8.09	44.61
EDUCATION	612	12.59	47.51
ELDER AFFAIRS	29	7.60	47.39
ETHICS/CAMPAIGN DISCLOSURE	5	11.29	48.00
GENERAL SERVICES	174	12.59	48.14
GOVERNOR'S OFFICE	44	5.58	41.03
HUMAN RIGHTS	51	12.51	47.57
HUMAN SERVICES	5,136	13.91	45.40
INFORMATION TECHNOLOGY	113	15.93	46.23
INSPECTIONS AND APPEALS	456	11.05	47.46
IOWA COMMUNICATIONS NTWK	97	7.05	43.92
IOWA PUBLIC TELEVISION	123	13.01	45.50
JUSTICE	210	11.21	44.78
LAW ENFORCEMENT ACADEMY	30	12.22	52.36
MANAGEMENT	27	15.83	45.86
NATURAL RESOURCES	853	15.11	44.82
PAROLE	11	15.48	49.60
PERSONNEL	148	11.96	45.07
PUBLIC DEFENSE	306	9.91	45.91
PUBLIC EMPLOYMENT RELATIONS	9	13.49	50.43
PUBLIC HEALTH	372	10.06	46.64
PUBLIC SAFETY	898	13.27	40.29
REVENUE AND FINANCE	491	17.19	49.48
SECRETARY OF STATE	30	12.16	46.17
TRANSPORTATION	3,139	15.74	46.18
TREASURER	24	8.16	36.92
VETERAN'S AFFAIRS	733	11.09	44.70
WORKFORCE DEVELOPMENT	757	15.78	49.66
GRAND TOTALS	18,953	13.27	45.45

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

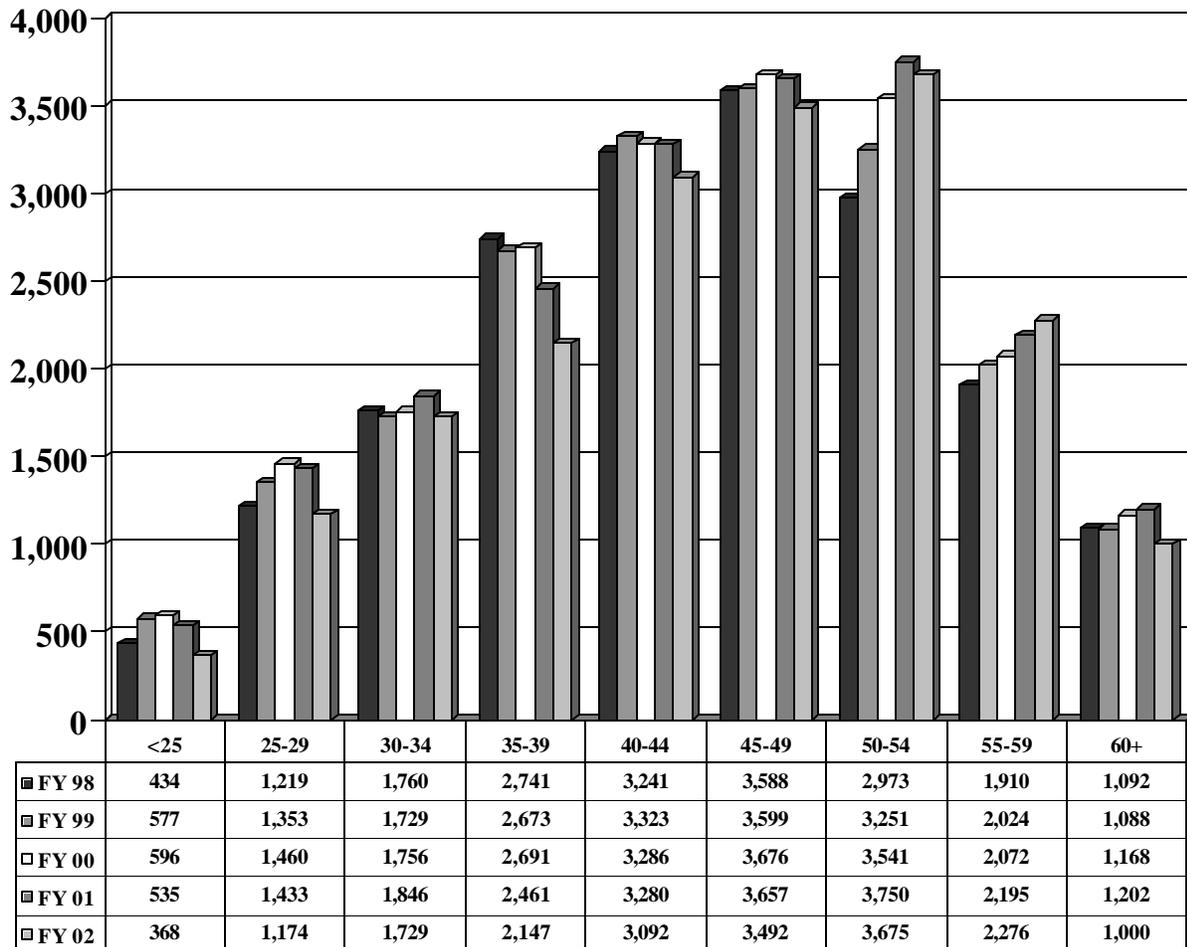
Age Groups by Department, Fiscal Year 2002

DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
AGRICULTURE	1	35	104	151	78	12
AUDITOR	20	29	23	19	8	2
BLIND	0	15	15	46	16	3
CIVIL RIGHTS	1	2	8	15	8	1
COLLEGE AID	1	6	6	13	10	0
COMMERCE	4	39	87	106	53	4
CORRECTIONS	51	606	893	954	345	14
CULTURAL AFFAIRS	0	5	16	28	21	0
ECONOMIC DEVELOPMENT	7	33	59	70	30	2
EDUCATION	7	74	125	265	135	6
ELDER AFFAIRS	1	2	8	12	6	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	1	3	1	0
GENERAL SERVICES	3	7	49	78	34	3
GOVERNOR'S OFFICE	4	9	14	14	3	0
HUMAN RIGHTS	0	5	17	17	10	2
HUMAN SERVICES	130	736	1,442	1,949	837	42
INFORMATION TECHNOLOGY	2	13	31	50	17	0
INSPECTIONS AND APPEALS	1	57	105	184	103	6
IOWA COMMUNICATIONS NTWK	1	27	24	24	20	1
IOWA PUBLIC TELEVISION	0	19	35	56	13	0
JUSTICE	1	37	58	89	24	1
LAW ENFORCEMENT ACADEMY	0	1	5	11	10	3
MANAGEMENT	1	2	9	13	2	0
NATURAL RESOURCES	10	180	214	296	148	5
PAROLE	0	1	2	4	4	0
PERSONNEL	2	23	42	61	19	1
PUBLIC DEFENSE	3	43	80	124	53	3
PUBLIC EMPLOYMENT RELATIONS	0	0	2	6	1	0
PUBLIC HEALTH	8	57	77	150	73	7
PUBLIC SAFETY	26	298	270	231	71	2
REVENUE AND FINANCE	0	22	113	235	113	8
SECRETARY OF STATE	0	3	10	10	7	0
TRANSPORTATION	33	363	942	1,266	522	13
TREASURER	6	6	4	5	3	0
VETERAN'S AFFAIRS	41	102	201	264	116	9
WORKFORCE DEVELOPMENT	3	46	148	348	198	14
GRAND TOTALS	368	2,903	5,239	7,167	3,112	164
<i>PERCENTAGES</i>	<i>1.9%</i>	<i>15.3%</i>	<i>27.6%</i>	<i>37.8%</i>	<i>16.4%</i>	<i>0.9%</i>

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Executive Branch Full-Time Employee Age Groups, Fiscal Year 1998 through Fiscal Year 2002



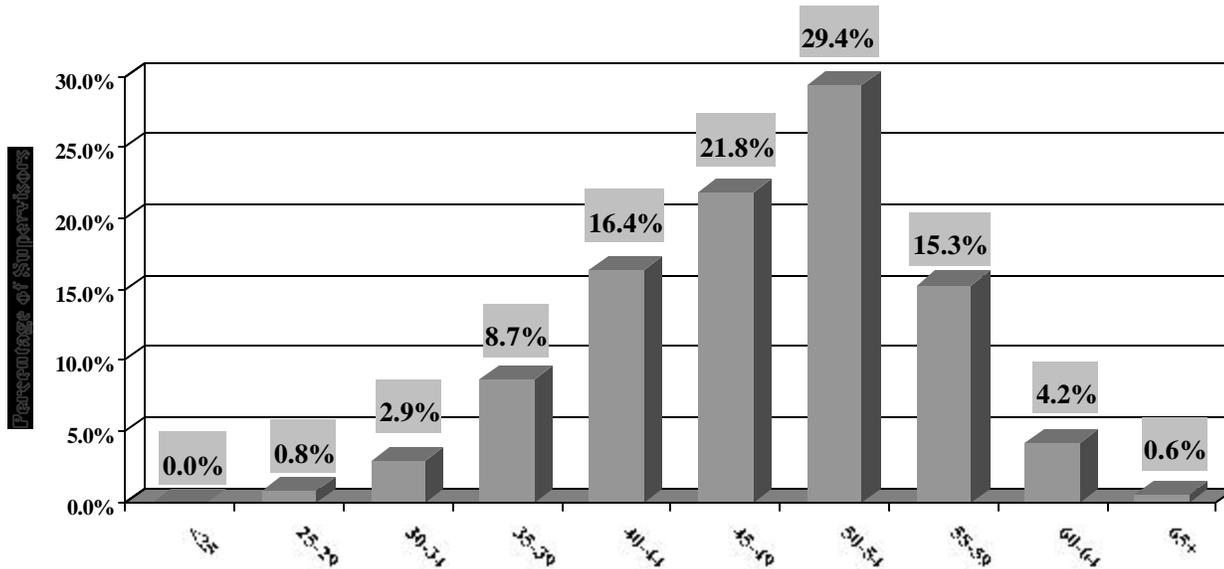
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Supervisors by Age Groups

Age Grp	FY 95		FY 96		FY 97		FY 98		FY 99		FY 00		FY 01		FY 02	
	Count	%														
<25	1	0.0%	2	0.1%	0	0.0%	2	0.1%	1	0.1%	1	0.0%	2	0.1%	0	0.0%
25-29	16	0.8%	13	0.6%	10	0.5%	13	0.7%	19	1.0%	25	1.2%	27	1.3%	15	0.8%
30-34	98	4.9%	85	4.3%	78	4.1%	77	4.0%	83	4.2%	71	3.4%	72	3.4%	52	2.9%
35-39	233	11.6%	213	10.8%	193	10.2%	193	10.1%	198	10.0%	197	9.5%	188	8.8%	158	8.7%
40-44	376	18.8%	353	17.9%	331	17.5%	327	17.0%	336	17.0%	358	17.3%	358	16.8%	297	16.4%
45-49	495	24.8%	500	25.3%	459	24.4%	461	24.0%	466	23.6%	473	22.8%	474	22.3%	396	21.8%
50-54	360	18.0%	362	18.3%	396	21.0%	423	22.0%	462	23.4%	526	25.3%	576	27.1%	533	29.4%
55-59	265	13.3%	264	13.4%	250	13.3%	275	14.3%	292	14.8%	292	14.1%	289	13.6%	278	15.3%
60-64	132	6.6%	160	8.1%	148	7.9%	126	6.6%	95	4.8%	110	5.3%	120	5.6%	77	4.2%
65+	24	1.2%	24	1.2%	20	1.1%	24	1.2%	22	1.1%	22	1.1%	19	0.9%	10	0.6%
Totals	2,000	100%	1,976	100%	1,885	100%	1,921	100%	1,974	100%	2,075	100%	2,125	100%	1,816	100%

Supervisors by Age Groups, Fiscal Year 2002

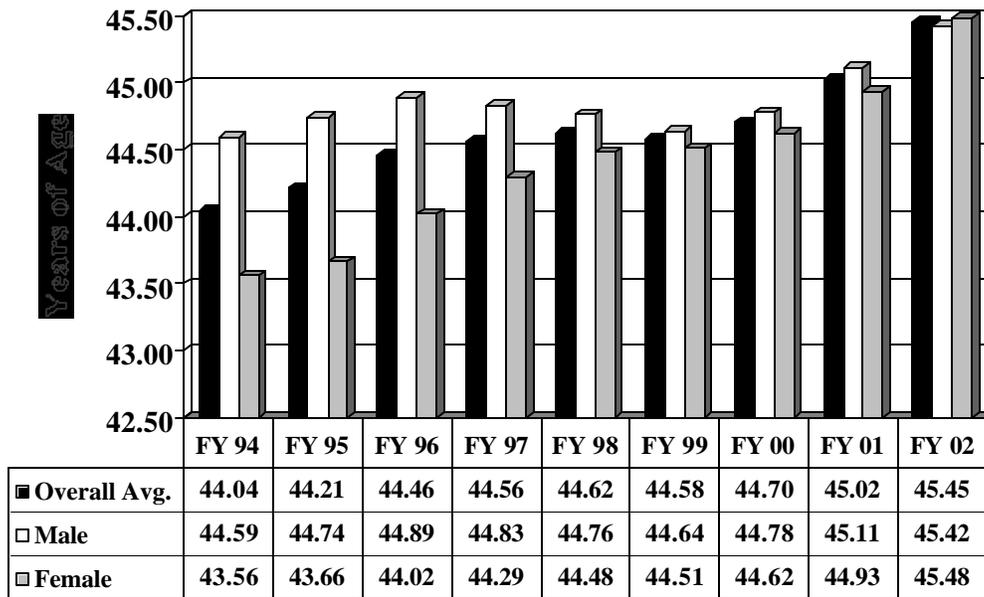


NOTE: Supervisors determined by identifying those classified as "Supervisory" under Bargaining Status. Also, percentages are rounded and may not sum to exactly 100%.

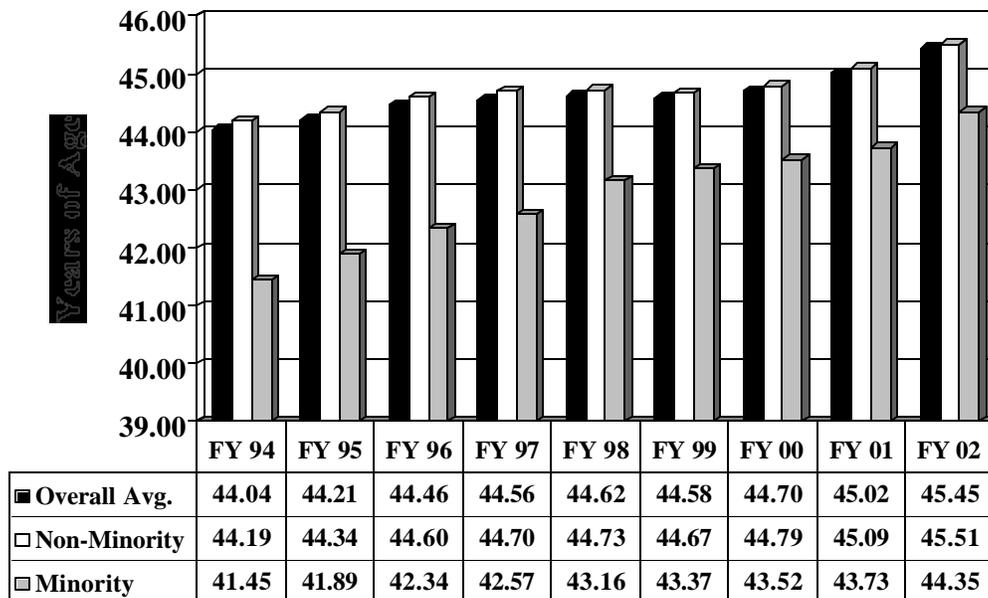
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Average Age by Gender



Average Age by Minority Status

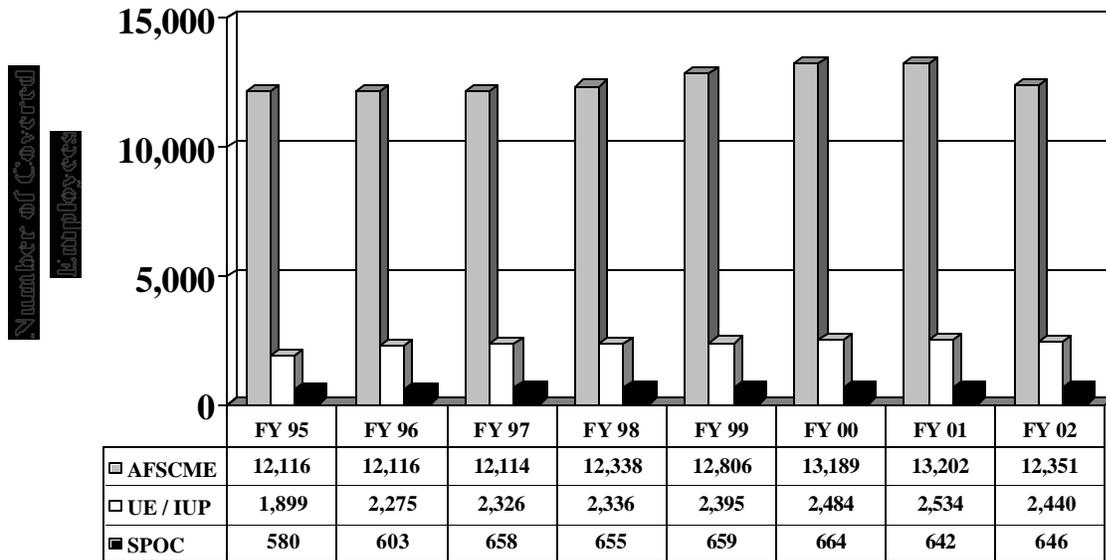


NOTE: Minority status based on self-report during orientation of new employees. Reporting not required.

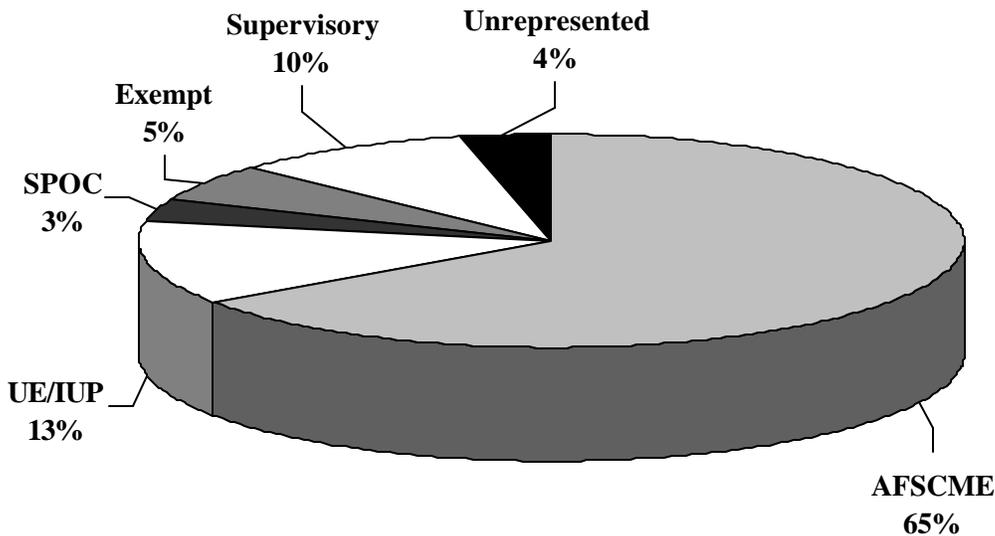
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Bargaining Unit Coverage



Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2002



AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining and, therefore, not covered by a collective bargaining agreement.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2002

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
AFSCME	225	2,865	1,344	2,001
IUP	0	1,707	731	0
SPOC	0	0	0	646
EXEMPT	157	506	73	0
SUPERVISORY	654	623	96	234
UNREPRESENTED	1	663	10	0
TOTALS	1,037	6,364	2,254	2,881

Bargaining Coverage	Category 5 Paraprofessional	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	1,680	2,095	1,542	599
IUP	2	0	0	0
SPOC	0	0	0	0
EXEMPT	94	180	0	10
SUPERVISORY	78	4	104	23
UNREPRESENTED	0	0	0	0
TOTALS	1,854	2,279	1,646	632

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units. Executive branch, full-time employees only.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories. By definition, elected officials are not included in EEO-4 Category groupings.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Collective Bargaining Coverage by Gender

	FY 95		FY 96		FY 97		FY 98	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,083	6,033	6,024	6,092	6,002	6,112	6,038	6,300
IUP	1,400	499	1,510	765	1,543	783	1,545	791
SPOC	38	542	42	561	45	613	42	613
EXEMPT	635	361	674	385	675	377	686	375
SUPERVISORY	672	1,328	683	1,293	668	1,217	699	1,222
UNREPRESENTED	255	660	187	430	183	422	208	439
SUBTOTALS	9,083	9,423	9,120	9,526	9,116	9,524	9,218	9,740
GRAND TOTALS	18,506		18,646		18,640		18,958	

	FY 99		FY 100		FY 01		FY 02	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,213	6,593	6,444	6,745	6,458	6,744	6,048	6,303
IUP	1,612	783	1,687	797	1,720	814	1,643	797
SPOC	43	616	45	619	39	603	42	604
EXEMPT	721	371	751	383	736	403	675	351
SUPERVISORY	735	1,239	785	1,290	824	1,301	726	1,090
UNREPRESENTED	241	450	256	444	264	453	253	421
SUBTOTALS	9,565	10,052	9,968	10,278	10,041	10,318	9,387	9,566
GRAND TOTALS	19,617		20,246		20,359		18,953	

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Collective Bargaining Coverage by Minority Status

	FY 95			FY 96			FY 97			FY 98		
	Non-Minority	Minority	Declined to Respond									
AFSCME	11,413	685	18	11,395	686	35	11,558	701	55	11,566	680	92
IUP	1,782	109	8	2,137	129	9	1,979	137	10	2,194	128	14
SPOC	565	15	0	587	15	1	641	16	1	637	17	1
EXEMPT	941	47	8	1,004	44	11	1,000	41	11	1,000	43	18
SUPERVISORY	1,948	50	0	1,926	50	0	1,839	45	1	1,873	43	5
UNREPRESENTED	839	77	1	553	61	3	537	59	9	571	63	13
SUBTOTALS	17,488	983	35	17,602	985	59	17,554	999	87	17,841	974	143
GRAND TOTALS	18,506			18,646			18,640			18,958		

	FY 99			FY 00			FY 01			FY 02		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
AFSCME	11,998	669	139	12,343	688	158	12,363	690	149	11,550	654	147
IUP	2,255	128	12	2,341	128	15	2,391	129	14	2,306	119	15
SPOC	640	18	1	644	19	1	622	19	1	623	22	1
EXEMPT	1,031	42	19	1,071	44	19	1,074	49	16	969	41	16
SUPERVISORY	1,914	48	12	1,999	63	13	2,045	66	14	1,744	58	14
UNREPRESENTED	600	65	26	601	72	27	620	69	28	590	63	21
SUBTOTALS	18,438	970	209	18,999	1,014	233	19,115	1,022	222	17,782	957	214
GRAND TOTALS	19,617			20,246			20,359			18,953		

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

NOTE: Minority Status based on self-report during orientation of new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Average Annual Base Salary by Collective Bargaining Coverage

	FY 95		FY 96		FY 97		FY 98	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,116	\$27,707	12,116	\$28,651	12,114	\$29,645	12,338	\$30,622
IUP	1,899	\$30,105	2,275	\$32,270	2,326	\$32,927	2,336	\$34,211
SPOC	580	\$34,531	603	\$35,160	658	\$36,876	655	\$38,168
EXEMPT	996	\$38,003	1,059	\$39,369	1,052	\$41,036	1,061	\$42,660
SUPERVISORY	2,000	\$46,064	1,976	\$48,088	1,885	\$49,979	1,921	\$51,865
UNREPRESENTED	915	\$43,265	617	\$46,315	605	\$47,274	647	\$48,849
GRAND TOTALS	18,506	\$31,475	18,646	\$32,582	18,640	\$33,596	18,958	\$34,773

	FY 99		FY 00		FY 01		FY 02	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,806	\$31,532	13,189	\$32,485	13,202	\$34,528	12,351	\$36,373
IUP	2,395	\$35,533	2,484	\$36,575	2,534	\$38,264	2,440	\$39,931
SPOC	659	\$39,280	664	\$40,378	642	\$42,762	646	\$45,299
EXEMPT	1,092	\$44,095	1,134	\$45,178	1,139	\$47,411	1,026	\$50,638
SUPERVISORY	1,974	\$53,382	2,075	\$55,092	2,125	\$57,341	1,816	\$61,707
UNREPRESENTED	691	\$50,459	700	\$52,689	717	\$55,446	674	\$59,675
GRAND TOTALS	19,617	\$35,846	20,246	\$36,972	20,359	\$39,091	18,953	\$41,164

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 95			FY 96			FY 97			FY 98		
	Retires	Terms	Quits									
AFSCME	276	192	291	234	204	355	314	227	364	276	220	446
IUP	33	22	60	16	21	75	39	28	84	31	18	110
SPOC	18	2	6	3	2	7	10	2	9	18	1	10
EXEMPT	11	9	60	10	4	50	15	7	62	18	9	78
SUPERVISORY	48	12	34	41	16	31	86	19	28	69	8	28
UNREPRESENTED	14	3	31	10	6	26	23	3	24	15	3	20
TOTALS	400	240	482	314	253	544	487	286	571	427	259	692

Bargaining Coverage	FY 99			FY 00			FY 01			FY 02		
	Retires	Terms	Quits									
AFSCME	244	221	472	262	252	469	241	232	523	163	350	488
IUP	29	20	96	22	24	77	43	20	103	44	45	135
SPOC	18	0	4	8	0	6	17	4	5	11	5	9
EXEMPT	19	9	94	19	9	98	27	6	88	9	17	77
SUPERVISORY	82	9	60	49	12	40	60	11	39	38	17	48
UNREPRESENTED	12	1	21	23	6	31	14	3	39	7	9	36
TOTALS	404	260	747	383	303	721	402	276	797	272	443	793

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2002

State Government	Number of Staff	Avg. LOS	Avg Age
AFSCME			
Clerical	1,893	12.56	47.49
Technical	3,567	13.61	44.65
Blue Collar	2,215	12.84	46.94
Fiscal & Staff	1,888	14.34	46.67
Fiscal & Staff (Field Status)	332	14.58	49.23
Security	1,987	10.05	42.21
Patient Care	469	10.95	45.77
Totals	12,351	12.78	45.58
UE/IUP			
Social Services	1,372	11.43	42.99
Science	419	12.98	44.75
Social Services-IMW	649	15.31	46.54
Totals	2,440	12.73	44.24
SPOC			
Public Safety	646	12.74	37.83
NONCONTRACT			
Exempt	1,026	12.27	44.59
Supervisory	1,816	18.80	48.93
Unrepresented	674	11.33	46.76
Totals	3,516	15.46	47.25
GRAND TOTAL	18,953	13.27	45.45

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

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Source: Iowa Department of Personnel - AS/400 Query: EHolland.

Human Services -	Central Office (401) Community Services (402) Iowa Juvenile Home (404) -Toledo State Training School (405) -Eldora Mental Health Services (406) – Oakdale Mental Health Institution (407) –Cherokee Mental Health Institution (408) -Clarinda Mental Health Institution (409) -Independence Mental Health Institution (410) -Mt. Pleasant Resource Center (411) -Glenwood Resource Center (412) -Woodward Central Office (413)
Information Technology (333)	
Inspections & Appeals -	Central Office (427) Appellate Defender (428) Racing and Gaming (429)
Iowa Communications Network (336) Iowa Public Television (285)	
Justice -	Attorney General's Office (112) Highway Safety (113)
Law Enforcement Academy (467)	
Management -	Management (532) State & Federal Relations (640)
Natural Resources (542) Parole (547) Personnel -	Personnel (552) IPERS (553)
Public Defense -	Public Defense (582) Emergency Management (583)
Public Employment Relations (572) Public Health (588) Public Safety (595)	
Revenue & Finance -	Revenue & Finance (625) Lottery (627)
Secretary of State (635) Transportation (645) Treasurer (655) Veteran's Affairs (671) Workforce Development (309)	

NOTE: Numbers listed adjacent to agency listings correspond to codes used in the budgeting and human resource system to identify distinct departmental and sub-departmental units.